PROCEEDINGS OF THE BROWN COUNTY BOARD OF SUPERVISORS MAY 20, 2015

Pursuant to Section 19.84 and 59.14, <u>Wis. Stats.</u>, notice is hereby given to the public that the REGULAR meeting of the **BROWN COUNTY BOARD OF SUPERVISORS** was held on **Wednesday, May 20, 2015, at <u>7:00 p.m.</u>**, in the Legislative Room 203, 100 North Jefferson Street, Green Bay, Wisconsin.

The following matters will be considered:

Call to order at 7:00 p.m. Invocation. Pledge of Allegiance to the Flag.

Opening Roll Call:

Present: Sieber, Nicholson, Hoyer, Gruszynski, Haefs, Erickson, Zima, Evans, Kaye,

Buckley, Landwehr, Dantinne, La Violette, Katers, Kaster, Van Dyck, Jamir,

Robinson, Clancy, Campbell, Moynihan, Blom, Schadewald, Lund, Fewell

Supervisor De Wane arrived at 7:06 p.m.

Total Present: 26 Total Excused: 0

No. 1 -- ADOPTION OF AGENDA

Chairman Moynihan amended the agenda by moving Items #10h, #9j, and #10f after Item #2 Comments from the Public and deleting Items #11a-11g (Closed Session).

A motion was made by Supervisor La Violette and seconded by Supervisor Kaster "to approve the agenda as amended". Voice vote taken. Motion carried unanimously with no abstentions.

No. 2 -- COMMENTS FROM THE PUBLIC:

- a) Must be limited to items not on the agenda.
- b) State name and address for the record.
- c) Comments will be limited to five minutes.
- d) The Board's role is to listen and not discuss comments nor take action of those comments at this meeting.
- 1. Lyle Wilquet, 1942 Zeise Avenue, Green Bay, discussed his displeasure with the County Board and the Education and Recreation Committee for their decision not to further address pornographic DVD's available from the Library. Mr. Wilquet thanked Supervisors Nicholson, De Wane, Zima, and Evans for their assistance with this issue.

ITEMS #10H, #9J, AND #10F WERE TAKEN OUT OF ORDER AT THIS TIME.

No. 10h -- RESOLUTION RE: RESOLUTION AUTHORIZING THE ISSUANCE AND SALE OF \$7,565,000 GENERAL OBLIGATION CORPORATE PURPOSE BONDS, SERIES 2015A

TO THE HONORABLE CHAIRMAN AND MEMBERS OF THE BROWN COUNTY BOARD OF SUPERVISORS

Ladies and Gentlemen:

BROWN COUNTY, WISCONSIN

RESOLUTION AUTHORIZING THE ISSUANCE AND SALE OF \$7,565,000 GENERAL OBLIGATION CORPORATE PURPOSE BONDS, SERIES 2015A

WHEREAS, Brown County, Wisconsin (the "County"), is in need of funds aggregating \$7,565,000 for the public purpose of paying the costs of (i) highway improvements and bridge repairs, including but not limited to CTH EB (CTH EB & Preservation Way); CTH R (CTH KB to US 141/29); CTH EB (CTH G to CTH AAA); CTH P (2,000' South CTH N to STH 54); CTH J (CTH U to CTH F); CTH EA (Willow Rd. to STH 29); CTH ZZ (Clay Street to Tetzlaff Rd.); CTH ZZ (Bridge over East River); CTH M (Bridge over Suamico River); and CTH U (Roundabout at CTH U & CTH DD), (ii) communications upgrades consisting of integrated computer aided dispatch and 9-1-1 phone system and (iii) professional fees and expenses (collectively, the "Public Purpose"); and

WHEREAS, the Director of Administration of the County and the County's financial advisor, Public Financial Management, Inc., have caused fair and appropriate notice to be given of the sale of \$7,565,000 Brown County, Wisconsin, General Obligation Corporate Purpose Bonds, Series 2015A (the "Series 2015A Bonds"), which action is hereby in all respects ratified and confirmed; and

WHEREAS, pursuant to Chapter 67 of the Wisconsin Statutes, as amended, the County is authorized to issue general obligation bonds of the County for the Public Purpose; and

WHEREAS, the County has prepared and distributed a Preliminary Official Statement dated May 12, 2015 (the "Preliminary Official Statement") describing the Series 2015A Bonds and the security therefor; and

WHEREAS, in accordance with the Official Notice of Sale for the Series 2015A Bonds (the "Official Notice of Sale"), a copy of which is attached hereto as Exhibit A, written bids for the sale of the Series 2015A Bonds were received and delivered to the County Board of Supervisors (the "Governing Body") at its meeting on May 20, 2015; and

WHEREAS, sealed bid proposals were received as summarized in Exhibit B attached hereto; and

WHEREAS, the Governing Body has considered all of the bids received and hereby finds and determines that Piper Jaffray & Co. hereinafter referred to as the "Purchaser"), bidding the price of \$7,705,024.30 (\$7,565,000.00 principal amount of the Series 2015A Bonds, <u>plus</u>

premium of \$174,956.30, <u>less</u> underwriter's discount of \$34,932.00) for the entire issue of Series 2015A Bonds (the "Purchase Price"), to bear interest at the rates shown herein for Series 2015A Bonds maturing on November 1 in the respective years stated herein, was the most advantageous bid in accordance with the Official Notice of Sale, which bid is attached hereto as <u>Exhibit C</u> and incorporated herein by reference; and

WHEREAS, the Governing Body hereby finds that the Purchaser is responsible and that its bid complies with all terms of the Official Notice of Sale; and

WHEREAS, it is now expedient and necessary for the County to issue and sell its General Obligation Corporate Purpose Bonds in the amount of \$7,565,000 for the Public Purpose.

NOW, THEREFORE, BE IT RESOLVED by the Governing Body of the County as follows:

Section 1. <u>Definitions</u>. The following terms shall have the following meanings in this Resolution unless the text expressly or by implication requires otherwise:

"Act" shall mean Chapter 67 of the Wisconsin Statutes, as amended;

"Bond Registrar" shall mean the Fiscal Agent;

"Code" shall mean the Internal Revenue Code of 1986, as amended;

"County" shall mean Brown County, Wisconsin;

"Dated Date" shall mean June 9, 2015;

"<u>Debt Service Fund Account</u>" shall mean the Debt Service Fund Account of the County, which shall be the "special redemption fund" as such term is defined in the Act;

"<u>Fiscal Agency Agreement</u>" shall mean the agreement between the County and the Fiscal Agent, a copy of which is attached hereto as <u>Exhibit E</u>;

"<u>Fiscal Agent</u>" shall mean Associated Trust Company, National Association, Green Bay Wisconsin:

"Governing Body" shall mean the Board of Supervisors of the County, or such other body as may hereafter be the chief legislative body of the County;

"<u>Public Purpose</u>" shall mean the public purpose described in the preamble to this Resolution:

"Purchase Price" shall mean \$7,705,024.30 (\$7,565,000.00 principal amount of the Series 2015A Bonds, plus premium of \$174,956.30, less underwriter's discount of \$34,932.00);

"Purchaser" shall mean Piper Jaffray & Co.;

"<u>Record Date</u>" shall mean the close of business on the 15th day of the calendar month next preceding any principal or interest payment date;

"<u>Securities Depository</u>" shall mean The Depository Trust Company, New York, New York, or its nominee; and

"Series 2015A Bonds" shall mean the County's \$7,565,000 General Obligation Corporate Purpose Bonds, Series 2015A.

- Section 2. <u>Authorization of the Series 2015A Bonds</u>. For the purpose of financing the Public Purpose, there shall be borrowed on the full faith and credit of the County the sum of \$7,565,000; and fully registered General Obligation Corporate Purpose Bonds of the County are authorized to be issued in evidence thereof.
- Section 3. <u>Sale of the Series 2015A Bonds</u>. To evidence such indebtedness, the Chairperson (or in his absence the Vice Chairperson) and County Clerk of the County are hereby authorized, empowered and directed to make, execute, issue and sell to the Purchaser for, on behalf of and in the name of the County, General Obligation Corporate Purpose Bonds in the aggregate principal amount of \$7,565,000 for the Purchase Price.
- Section 4. <u>Terms of the Series 2015A Bonds.</u> The Series 2015A Bonds shall be designated "General Obligation Corporate Purpose Bonds, Series 2015A"; shall be dated the Dated Date; shall be numbered R-1 and upward; shall bear interest as shown on the Maturity Schedule below; shall be issued in denominations of \$5,000 or any integral multiple thereof; and shall mature on November 1 in the years and in the amounts as set forth below. Interest on the Series 2015A Bonds shall accrue from the Dated Date on a 30-day month, 360-day year basis, and shall be payable commencing on November 1, 2015 and semi-annually thereafter on May 1 and November 1 of each year.

MATURITY SCHEDULE

Maturity Date		
(November 1)	Principal Amount	Interest Rate
2016	\$470,000	2.000%
2017	480,000	2.000
2018	480,000	2.000
2019	490,000	2.000
2020	495,000	2.000
2021	505,000	2.000
2022	510,000	2.000
2023	520,000	2.500
2024	535,000	2.500
2025	270,000	2.500
2026	280,000	2.500
2027	285,000	2.500
2029 (Term Bond 1)	595,000	2.750
2030	310,000	2.750
2032 (Term Bond 2)	650,000	3.000
2034 (Term Bond 3)	690,000	3.000

MANDATORY REDEMPTION

The Term Bonds are subject to partial mandatory redemption through the operation of a sinking fund on the dates and in the amounts specified below at a price equal to 100% of the principal amount of the Bonds being redeemed, plus accrued interest to the redemption date:

Term Bond 1

Mandatory Sinking Fund Payment Date	Mandatory Sinking Fund Payment Amount
November 1, 2028	\$295,000
November 1, 2029	\$300,000
(maturity)	

Term Bond 2

Mandatory Sinking Fund <u>Payment Date</u>	Mandatory Sinking Fund Payment Amount
November 1, 2031	\$320,000
November 1, 2032	\$330,000
(maturity)	

Term Bond 3

Mandatory Sinking Fund Payment Date	Mandatory Sinking Fund Payment Amount
November 1, 2033	\$340,000
November 1, 2034	\$350,000
(maturity)	

OPTIONAL REDEMPTION

The Series 2015A Bonds maturing November 1, 2025 and thereafter are subject to call and prior redemption on November 1, 2024 or any date thereafter, in whole or in part, from maturities selected by the County, and by lot within each maturity at par plus accrued interest to the date of redemption.

If the Series 2015A Bonds are in book-entry-only form, and less than all of a particular maturity of the Series 2015A Bonds is to be redeemed, selection of the beneficial owners of the Series 2015A Bonds affected thereby shall be made solely by the Securities Depository and its direct and indirect participants in accordance with their then-prevailing rules. If the Series 2015A Bonds are not in book-entry-only form, and less than all of a particular maturity of the Series 2015A Bonds is to be redeemed, selection shall be by lot.

So long as the Series 2015A Bonds are in book-entry-only form, notice of the redemption of any of the Series 2015A Bonds shall be sent to the Securities Depository, in the manner required by the Securities Depository, not less than 30 and not more than 60 days prior to the proposed redemption date. A notice of redemption may be revoked by sending notice to the Securities Depository, in the manner required by the Securities Depository, not less than 15 days prior to the proposed redemption date. If the Series 2015A Bonds are not in book-entry-only form, (i) a notice of the redemption of any of the Series 2015A Bonds shall be mailed, postage prepaid, not less than 30 and not more than 60 days before the redemption date to the registered owners of any Series 2015A Bonds to be redeemed (provided, however, that failure to give any such notice by mail or any defect therein shall not affect the validity of any proceedings for the redemption of the Series 2015A Bonds if notice thereof has been published

at least once not less than 30 and not more than 45 days prior to the date of redemption in a financial journal or newspaper published or circulated in New York, New York), and (ii) a notice of redemption may be revoked by the mailing of a notice, postage prepaid, not less than 15 days prior to the proposed redemption date to the registered owners of any Series 2015A Bonds which were to have been redeemed (provided, however, that failure to mail any such notice shall not affect the validity of such revocation if notice thereof has been published at least once not less than 15 days prior to the proposed redemption date in a financial journal or newspaper published or circulated in New York, New York).

Interest on any Series 2015A Bond so called for prior redemption shall cease to accrue on the redemption date, provided that payment thereof has been duly made or provided for.

Section 5. Form, Execution, Registration and Payment of the Series 2015A Bonds. The Series 2015A Bonds shall be issued as registered obligations in substantially the form attached hereto as Exhibit A and incorporated herein by this reference.

The Series 2015A Bonds shall be executed in the name of the County by the manual or facsimile signatures of the Chairperson (or in his absence the Vice Chairperson) and County Clerk (except that one of the foregoing signatures shall be manual), and shall be sealed with its official or corporate seal, if any.

The principal of, premium, if any, and interest on the Series 2015A Bonds shall be paid by the Fiscal Agent.

Both the principal of and interest on the Series 2015A Bonds shall be payable in lawful money of the United States of America by the Fiscal Agent. Payment of principal of the final maturity on the Series 2015A Bonds will be payable upon presentation and surrender of the Series 2015A Bonds to the Fiscal Agent. Payment of principal on the Series 2015A Bonds (except the final maturity) and each installment of interest shall be made to the registered owner of each Series 2015A Bond who shall appear on the registration books of the County, maintained by the Bond Registrar, on the Record Date and shall be paid by check or draft by the Fiscal Agent and mailed to such registered owner at the address appearing on such registration books or at such other address may be furnished in writing to such registered owner to the Bond Registrar.

Section 6. <u>Construction Fund</u>. The sale proceeds of the Series 2015A Bonds herein provided for (other than any premium and accrued interest paid at the time of delivery which must be paid into the Debt Service Fund Account created below) shall be segregated in a special fund upon receipt and shall be used solely for the purposes for which borrowed or for the payment of the principal of and interest on the Series 2015A Bonds.

Section 7. <u>Tax Levy</u>. In order to provide for the collection of a direct annual tax sufficient in amount to pay and for the express purpose of paying the interest on the Series 2015A Bonds as it falls due and also to pay and discharge the principal thereof at maturity, there is hereby levied upon all of the taxable property in the County, in addition to all other taxes, a nonrepealable, direct, annual tax in an amount sufficient for that purpose. This tax shall be from year to year carried into the tax roll of the County and collected in addition to all other taxes and in the same manner and at the same time. Said tax is to be for the following years and in the following minimum amounts:

(a) Levy for the year 2015 in the amount of \$650,937.50, being the sum of:

\$90,468.75 for interest due on May 1, 2016; \$470,000.00 for principal due on November 1, 2016; and \$90,468.75 for interest due on November 1, 2016.

(b) Levy for the year 2016 in the amount of \$651,537.50, being the sum of:

\$85,768.75 for interest due on May 1, 2017; \$480,000.00 for principal due on November 1, 2017; and \$85,768.75 for interest due on November 1, 2017.

(c) Levy for the year 2017 in the amount of \$641,937.50, being the sum of:

\$80,968.75 for interest due on May 1, 2018; \$480,000.00 for principal due on November 1, 2018; and \$80,968.75 for interest due on November 1, 2018.

(d) Levy for the year 2018 in the amount of \$642,337.50, being the sum of:

\$76,168.75 for interest due on May 1, 2019; \$490,000.00 for principal due on November 1, 2019; and \$76,168.75 for interest due on November 1, 2019.

(e) Levy for the year 2019 in the amount of \$637,537.50, being the sum of:

\$71,268.75 for interest due on May 1, 2020; \$495,000.00 for principal due on November 1, 2020; and \$71,268.75 for interest due on November 1, 2020.

(f) Levy for the year 2020 in the amount of \$637,637.50, being the sum of:

\$66,318.75 for interest due on May 1, 2021; \$505,000.00 for principal due on November 1, 2021; and \$66,318.75 for interest due on November 1, 2021.

(g) Levy for the year 2021 in the amount of \$632,537.50, being the sum of:

\$61,268.75 for interest due on May 1, 2022; \$510,000.00 for principal due on November 1, 2022; and \$61,268.75 for interest due on November 1, 2022.

(h) Levy for the year 2022 in the amount of \$632,337.50, being the sum of:

\$56,168.75 for interest due on May 1, 2023; \$520,000.00 for principal due on November 1, 2023; and \$56,168.75 for interest due on November 1, 2023. (i) Levy for the year 2023 in the amount of \$634,337.50, being the sum of:

\$49,668.75 for interest due on May 1, 2024; \$535,000.00 for principal due on November 1, 2024; and \$49,668.75 for interest due on November 1, 2024.

(j) Levy for the year 2024 in the amount of \$355,962.50, being the sum of:

\$42,981.25 for interest due on May 1, 2025; \$270,000.00 for principal due on November 1, 2025; and \$42,981.25 for interest due on November 1, 2025.

(k) Levy for the year 2025 in the amount of \$359,212.50, being the sum of:

\$39,606.25 for interest due on May 1, 2026; \$280,000.00 for principal due on November 1, 2026; and \$39,606.25 for interest due on November 1, 2026.

(I) Levy for the year 2026 in the amount of \$357,212.50, being the sum of:

\$36,106.25 for interest due on May 1, 2027; \$285,000.00 for principal due on November 1, 2027; and \$36,106.25 for interest due on November 1, 2027.

(m) Levy for the year 2027 in the amount of \$360,087.50, being the sum of:

\$32,543.75 for interest due on May 1, 2028; \$295,000.00 for principal due on November 1, 2028; and \$32,543.75 for interest due on November 1, 2028.

(n) Levy for the year 2028 in the amount of \$356,975.00, being the sum of:

\$28,487.50 for interest due on May 1, 2029; \$300,000.00 for principal due on November 1, 2029; and \$28,487.50 for interest due on November 1, 2029.

(o) Levy for the year 2029 in the amount of \$358,725.00, being the sum of:

\$24,362.50 for interest due on May 1, 2030; \$310,000.00 for principal due on November 1, 2030; and \$24,362.50 for interest due on November 1, 2030.

(p) Levy for the year 2030 in the amount of \$360,200.00, being the sum of:

\$20,100.00 for interest due on May 1, 2031; \$320,000.00 for principal due on November 1, 2031; and \$20,100.00 for interest due on November 1, 2031. (q) Levy for the year 2031 in the amount of \$360,600.00, being the sum of:

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$15,300.00 for interest due on May 1, 2032;
$330,000.00 for principal due on November 1, 2032; and
$15,300.00 for interest due on November 1, 2032.
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(r) Levy for the year 2032 in the amount of \$360,700.00, being the sum of:

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$10,350.00 for interest due on May 1, 2033;
$340,000.00 for principal due on November 1, 2033; and
$10,350.00 for interest due on November 1, 2033.
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(s) Levy for the year 2033 in the amount of \$360,500.00, being the sum of:

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$5,250.00 for interest due on May 1, 2034;
$350,000.00 for principal due on November 1, 2034; and
$5,250.00 for interest due on November 1, 2034.
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The County shall be and continue without power to repeal such levies or obstruct the collection of said taxes until all such payments have been made or provided for. After the issuance of the Series 2015A Bonds, said taxes shall be carried into the tax rolls of the County and collected as other taxes are collected, provided that the amount of tax carried into said tax rolls with respect to the Series 2015A Bonds may be reduced by the amount of any surplus money in the Debt Service Fund Account created pursuant to Section 8 hereof.

If there shall be insufficient funds from the tax levy to pay the principal of or interest on the Series 2015A Bonds when due, the said principal or interest shall be paid from other funds of the County on hand, said amounts to be returned when said taxes have been collected.

Debt service funds on hand in the amount of \$71,369.79 are hereby appropriated to the Debt Service Fund Account for the Bonds created below. Said sum shall be irrevocably deposited in said Debt Service Fund Account and shall be used solely to pay interest on the Series 2015A Bonds on November 1, 2015.

Section 8. <u>Debt Service Fund Account.</u> Within the debt service fund previously established within the treasury of the County, there be and there hereby is established a separate and distinct fund account designated as the "Debt Service Fund Account for \$7,565,000 General Obligation Corporate Purpose Bonds, Series 2015A" (hereinafter referred to as the "Debt Service Fund Account"), and such fund shall be maintained until the indebtedness evidenced by the Series 2015A Bonds is fully paid or otherwise extinguished. There shall be deposited in such Debt Service Fund (i) all accrued interest received by the County at the time of delivery of and payment for the Series 2015A Bonds; (ii) the taxes herein levied for the specific purpose of meeting principal of and interest on the Series 2015A Bonds when due; (iii) such other sums as may be necessary at any time to pay principal of and interest on the Series 2015A Bonds when due; and (iv) such further deposits as may be required by Section 67.11 of the Wisconsin Statutes, including without limitation the premium for which the Series 2015A Bonds were sold above par value.

No money shall be withdrawn from the Debt Service Fund Account and appropriated for any purpose other than the payment of principal of and interest on the Series 2015A Bonds until all such principal and interest has been paid in full and cancelled; provided (i) the funds to provide for each payment of principal of and interest on the Series 2015A Bonds prior to the

scheduled receipt of taxes from the next succeeding tax collection may be invested in direct obligations of the United States of America maturing in time to make such payments when they are due or in other investments permitted by law; and (ii) any funds over and above the amount of such principal and interest payments on the Series 2015A Bonds may be used to reduce the next succeeding tax levy, or may, at the option of the County, be invested by purchasing the Series 2015A Bonds as permitted by and subject to Section 67.11(2)(a) of the Wisconsin Statutes in interest-bearing obligations of the United States of America, in other obligations of the County or in other investments permitted by law, which investments shall continue as a part of the Debt Service Fund Account.

When all of the Series 2015A Bonds have been paid in full and cancelled, and all permitted investments disposed of, any money remaining in the Debt Service Fund Account shall be deposited in the general fund of the County, unless the Governing Body directs otherwise.

Section 9. <u>Deposits and Investments</u>. The Debt Service Fund Account shall be kept apart from moneys in the other funds and accounts of the County and the same shall be used for no purpose other than the prompt payment of principal of and interest on the Series 2015A Bonds as the same becomes due and payable. All moneys therein shall be deposited in special and segregated accounts in a public depository selected under Chapter 34 of the Wisconsin Statutes and may be temporarily invested until needed in legal investments subject to the provisions of Sections 66.0603(1m) and 67.10(3) of the Wisconsin Statutes. All income derived from such investments shall be regarded as revenues of the County. No such investment shall be in such a manner as would cause the Series 2015A Bonds to be "arbitrage bonds" within the meaning of Section 148 of the Code or the Regulations of the Commissioner of Internal Revenue thereunder.

The Chairperson (or in his absence the Vice Chairperson) shall, on the basis of the facts, estimates and circumstances in existence on the date of closing, make such certifications as are necessary to permit the conclusion that the Series 2015A Bonds are not "arbitrage bonds" under Section 148 of the Code or the Regulations of the Commissioner of Internal Revenue thereunder.

Section 10. <u>Sale of Series 2015A Bonds</u>. The terms, conditions and provisions of the Series 2015A Bonds are, in all respects, authorized and approved. The Series 2015A Bonds shall be sold and delivered to the Purchaser in the manner, at the Purchase Price, and pursuant to the terms and conditions set forth in the Official Notice of Sale.

The preparation of the Preliminary Official Statement dated May 12, 2015 and the Official Statement dated May 20, 2015, are hereby approved. The Preliminary Official Statement is "deemed final" as of its date, except for omissions or subsequent modifications permitted under Rule 15c2-12 of the Securities and Exchange Commission. The Chairperson (or in his absence the Vice Chairperson) and County Clerk of the County are authorized and directed to do any and all acts necessary to conclude delivery of the Series 2015A Bonds to the Purchaser, as soon after adoption of this Resolution as is convenient.

Section 11. <u>Book-Entry-Only Bonds</u>. The Series 2015A Bonds shall be transferable as follows:

(a) Each maturity of Series 2015A Bonds will be issued as a single Bond in the name of the Securities Depository, or its nominee, which will act as depository for the Series 2015A Bonds. During the term of the Series 2015A Bonds, ownership and subsequent

transfers of ownership will be reflected by book entry on the records of the Securities Depository and those financial institutions for whom the Securities Depository effects book entry transfers (collectively, the "Participants"). No person for whom a Participant has an interest in Series 2015A Bonds (a "Beneficial Owner") shall receive Bond certificates representing their respective interest in the Series 2015A Bonds except in the event that the Securities Depository or the County shall determine, at its option, to terminate the book-entry system described in this section. Payment of principal of, and interest on, the Series 2015A Bonds will be made by the Fiscal Agent to the Securities Depository which will in turn remit such payment of principal and interest to its Participants which will in turn remit such principal and interest to the Beneficial Owners of the Series 2015A Bonds until and unless the Securities Depository or the County elect to terminate the book entry system, whereupon the County shall deliver Bond certificates to the Beneficial Owners of the Series 2015A Bonds or their nominees. Bond certificates issued under this section may not be transferred or exchanged except as provided in this section.

- (b) Upon the reduction of the principal amount of any maturity of Series 2015A Bonds, the registered Series 2015A Bondowner may make a notation of such redemption on the panel of the Series 2015A Bond, stating the amount so redeemed, or may return the Series 2015A Bond to the County for exchange for a new Series 2015A Bond in a proper principal amount. Such notation, if made by the Series 2015A Bondowner, may be made for reference only, and may not be relied upon by any other person as being in any way determinative of the principal amount of such Series 2015A Bond outstanding, unless the Bond Registrar initialed the notation on the panel.
- (c) Immediately upon delivery of the Series 2015A Bonds to the purchasers thereof on the delivery date, such purchasers shall deposit the Bond certificates representing all of the Series 2015A Bonds with the Securities Depository. The Securities Depository, or its nominee, will be the sole owner of the Series 2015A Bonds, and no investor or other party purchasing, selling or otherwise transferring ownership of any Series 2015A Bonds will receive, hold or deliver any Bond certificates as long as the Securities Depository holds the Series 2015A Bonds immobilized from circulation.
 - (d) The Series 2015A Bonds may not be transferred or exchanged except:
 - (1) To any successor of the Securities Depository (or its nominee) or any substitute depository ("Substitute Depository") designated pursuant to (ii) below, provided that any successor of the Securities Depository or any Substitute Depository must be a qualified and registered "clearing agency" as provided in Section 17A of the Securities Exchange Act of 1934, as amended;
 - (2) To a Substitute Depository designated by or acceptable to the County upon (a) the determination by the Securities Depository that the Series 2015A Bonds shall no longer be eligible for depository services or (b) a determination by the County that the Securities Depository is no longer able to carry out its functions, provided that any such Substitute Depository must be qualified to act as such, as provided in subsection (1) above; or
 - (3) To those persons to whom transfer is requested in written transfer instructions in the event that:
 - (i) The Securities Depository shall resign or discontinue its services for the Series 2015A Bonds and, only if the County is unable to locate a qualified

successor within two months following the resignation or determination of noneligibility, or

- (ii) Upon a determination by the County that the continuation of the book entry system described herein, which precludes the issuance of certificates to any Series 2015A Bondowner other than the Securities Depository (or its nominee) is no longer in the best interest of the Beneficial Owners of the Series 2015A Bonds.
- (e) The Depository Trust Company, New York, New York, is hereby appointed the Securities Depository for the Series 2015A Bonds.

Section 12. Compliance with Federal Tax Laws.

- (a) The County represents and covenants that the Public Purpose financed by the Series 2015A Bonds and their ownership, management and use will not cause the Series 2015A Bonds to be "private activity bonds" within the meaning of Section 141 of the Code, and the County shall comply with the provisions of the Code to the extent necessary to maintain the tax-exempt status of the interest on the Series 2015A Bonds.
- (b) The County also covenants to use its best efforts to meet the requirements and restrictions of any different or additional federal legislation which may be made applicable to the Series 2015A Bonds, provided that in meeting such requirements the County will do so only to the extent consistent with the proceedings authorizing the Series 2015A Bonds and the laws of Wisconsin, and to the extent there is a reasonable period of time in which to comply.
- Section 13. Rebate Fund. If necessary, the County shall establish and maintain, so long as the Series 2015A Bonds are outstanding, a separate account to be known as the "Rebate Fund" for the purpose of complying with the rebate requirements of Section 148(f) of the Code. The Rebate Fund is for the sole purpose of paying rebate to the United States of America, if any, on amounts of Series 2015A Bond proceeds held by the County. The County hereby covenants and agrees that it shall pay from the Rebate Fund the rebate amounts as determined herein to the United States of America.

The County may engage the services of accountants, attorneys, or other consultants necessary to assist it in determining rebate amounts. Amounts held in the Rebate Fund and the investment income therefrom are not pledged as security for the Series 2015A Bonds and may only be used to pay amounts to the United States. The County shall maintain or cause to be maintained records of such determinations until six (6) years after payment in full of the Series 2015A Bonds and shall make such records available upon reasonable request therefor.

The County anticipates that it will qualify for the construction expenditure exemption from the rebate requirements of the Code. The County Clerk or other officer of the County charged with the responsibility of issuing the Bonds, shall provide an appropriate certificate of the County as of the Closing, for inclusion in the transcript of proceedings, with respect to said exemption from the rebate requirements, and said County Clerk or other officer is hereby authorized to make any election on behalf of the County in order to comply with the rebate requirements of the Code. If, for any reason, the County did not qualify for any exemption from the rebate requirements of the Code, the County covenants that it would take all necessary steps to comply with such requirements.

Defeasance. When all Series 2015A Bonds have been discharged, all Section 14. pledges, covenants and other rights granted to the owners thereof by this Resolution shall cease. The County may discharge all Series 2015A Bonds due on any date by irrevocably depositing in escrow with a suitable bank or trust company a sum of cash and/or bonds or securities issued or guaranteed as to principal and interest of the U.S. Government, or of a commission, board or other instrumentality of the U.S. Government ("Government Obligations"), or of securities wholly and irrevocably secured as to principal and interest by Government Obligations and rated in the highest rating category of a nationally recognized rating service, maturing on the dates and bearing interest at the rates required to provide funds sufficient to pay when due the interest to accrue on each of said Series 2015A Bond to its maturity or, at the County's option, if said Series 2015A Bond is prepayable to any prior date upon which it may be called for redemption, and to pay and redeem the principal amount of each such Series 2015A Bond at maturity, or at the County's option, if said Series 2015A Bond is prepayable, at its earliest redemption date, with the premium required for such redemption, if any, provided that notice of the redemption of all prepayable Series 2015A Bonds on such date has been duly given or provided for.

Section 15. Resolution a Contract. The provisions of this Resolution shall constitute a contract between the County and the owner or owners of the Series 2015A Bonds, and after issuance of any of the Series 2015A Bonds no change or alteration of any kind in the provisions of this Resolution may be made, except as provided in Section 19 hereof, until all of the Series 2015A Bonds have been paid in full as to both principal and interest. The owner or owners of any of the Series 2015A Bonds shall have the right in addition to all other rights, by mandamus or other suit or action in any court of competent jurisdiction, to enforce such owner's or owners' rights against the County, the Governing Body thereof, and any and all officers and agents thereof including, but without limitation, the right to require the County, its Governing Body and any other authorized body, to fix and collect rates and charges fully adequate to carry out all of the provisions and agreements contained in this Resolution.

Section 16. <u>General Authorizations</u>. The Chairperson (or in his absence the Vice Chairperson), County Clerk, Treasurer and Director of Administration or Finance Director of the County and the appropriate deputies and officials of the County in accordance with their assigned responsibilities are hereby each authorized to execute, deliver, publish, file and record such other documents, instruments, notices and records and to take such other actions as shall be necessary or desirable to accomplish the purposes of this Resolution and to comply with and perform the obligations of the County under the Series 2015A Bonds. The execution or written approval of any document by the Chairperson (or in his absence the Vice Chairperson), County Clerk, Treasurer, Director of Administration or Finance Director of the County herein authorized shall be conclusive evidence of the approval by the County of such document in accordance with the terms hereof.

In the event that said officers shall be unable by reason of death, disability, absence or vacancy of office to perform in timely fashion any of the duties specified herein (such as the execution of Series 2015A Bonds), such duties shall be performed by the officer or official succeeding to such duties in accordance with law and the rules of the County.

Any actions taken by the Chairperson, Vice Chairperson, County Clerk, Treasurer, Director of Administration or Finance Director of the County consistent with this Resolution are hereby ratified and confirmed.

Section 17. <u>Employment of Counsel</u>. The County hereby employs the law firm of Whyte Hirschboeck Dudek S.C., Milwaukee, Wisconsin, pursuant to Section 67.10(7) of the

Wisconsin Statutes, and directs the County Clerk of the County to certify to such law firm a copy of all proceedings preliminary to the issuance of the Series 2015A Bonds.

Section 18. <u>Bank Qualified</u>. The Series 2015A Bonds are designated as "qualified tax-exempt obligations" pursuant to Section 265(b)(3) of the Code.

Section 19. Amendment to Resolution. After the issuance of any of the Series 2015A Bonds, no change or alteration of any kind in the provisions of this Resolution may be made until all of the Series 2015A Bonds have been paid in full as to both principal and interest, or discharged as herein provided, except: (a) the County may, from to time, amend this Resolution without the consent of any of the owners of the Series 2015A Bonds, but only to cure any ambiguity, administrative conflict, formal defect, or omission or procedural inconsistency of this Resolution; and (b) this Resolution may be amended, in any respect, with a written consent of the owners of not less than two-thirds (2/3) of the principal amount of the Series 2015A Bonds then outstanding; provided, however, that no amendment shall permit any change in the pledge of tax revenues of the County or the maturity of any Series 2015A Bond issued hereunder, or a reduction in the rate of interest on any Series 2015A Bond, or in the amount of the principal obligation thereof, or in the amount of the redemption premium payable in the case of redemption thereof, or change the terms upon which the Series 2015A Bonds may be redeemed or make any other modification in the terms of the payment of such principal or interest without the written consent of the owner of each such Series 2015A Bond to which the change is applicable.

Section 20. <u>Illegal or Invalid Provisions</u>. In case any one or more of the provisions of this Resolution or any of the Series 2015A Bonds shall for any reason be held to be illegal or invalid, such illegality or invalidity shall not affect any other provision of this Resolution or of the Series 2015A Bonds.

Section 21. <u>Payment of the Bonds; Fiscal Agent</u>. The principal of and interest on the Bonds shall be paid by Associated Trust Company, National Association, Green Bay, Wisconsin, which is hereby appointed as the County's registrar and fiscal agent pursuant to the provisions of Section 67.10(2), Wisconsin Statutes (the "Fiscal Agent"). The Fiscal Agency Agreement between the County and the Fiscal Agent shall be substantially in the form attached hereto as Exhibit E and incorporated herein by this reference.

Section 22. <u>Municipal Bond Insurance</u>. If the purchaser of the Series 2015A Bonds obtains municipal bond insurance with respect to the Series 2015A Bonds, the Chairperson (or in his absence the Vice Chairperson) and County Clerk are authorized to agree to such additional provisions as the bond insurer may reasonably request and which are acceptable to the Chairperson (or in his absence the Vice Chairperson) and County Clerk, including provisions regarding restrictions on investment of bond proceeds, the rights of the bond insurer in the event of default and payment of the Series 2015A Bonds by the bond insurer and notices to be given and information to be provided to the bond insurer. In addition, appropriate reference to the municipal bond insurance policy shall be made in the form of Series 2015A Bond provided herein.

Section 23. <u>Section 893.77 Notice</u>. Notice of sale of the Bonds, in the form attached hereto as <u>Exhibit F</u>, shall be published in the official newspaper of the County as a class I notice under Chapter 985 of the Wisconsin Statutes.

Section 24. <u>Conflicting Resolutions</u>. All ordinances, resolutions, or orders, or parts thereof heretofore enacted, adopted or entered, in conflict with the provisions of this Resolution, are hereby repealed and this Resolution shall be in effect from and after its passage.

Section 25. <u>Waiver of Right of Reconsideration</u>. The Supervisors adopting this Resolution hereby waive their right to reconsider this Resolution as provided in Brown County Code section 2.14(17).

Adopted: May 20, 2015.

A motion was made by Supervisor Fewell and seconded by Supervisor Buckley "to adopt". Vote taken. Roll Call #10h(1):

Ayes: Sieber, De Wane, Nicholson, Hoyer, Gruszynski, Haefs, Erickson, Zima, Evans, Kaye,

Buckley, Landwehr, Dantinne, La Violette, Katers, Kaster, Van Dyck, Jamir, Robinson,

Clancy, Campbell, Moynihan, Blom, Schadewald, Lund, Fewell

Nays: None

Abstain: None

Total Ayes: 26

Motion carried unanimously with no abstentions.

Approved by: _____\s\ Troy Streckenbach, County Executive Date: 05/26/2015

ATTACHMENTS TO RESOLUTION #10H ON THE FOLLOWING PAGES

EXHIBIT A

OFFICIAL NOTICE OF SALE

[See Appendix D of Preliminary Official Statement]

EXHIBIT B

SUMMARY OF BIDS

[See Attached]





TABULATION OF BIDS

\$7,565,000

General Obligation Corporate Purpose Bonds, Series 2015A **Brown County, Wisconsin**

AWARD:

Piper Jaffray

Sale Date: May 20, 2015 Dated: June 9, 2015

Due: November 1, 2016/2034 Bank Qualified: Yes Rating: Moody's "Aaa"

Insured: No

BIDDERS	Address	Year	Rate	<u>Yield</u>	
Piper Jaffray	Minneapolis	2016	2.000%	0.500%	
	DESCRIPTION OF STREET	2017	2.000%	0.900%	Price
		2018	2.000%	1.100%	\$7,705,024.30
		2019	2.000%	1.300%	504950900503335500
		2020	2.000%	1.500%	NIC
		2021	2.000%	1.700%	\$1,717,657.99
		2022	2.000%	1.800%	020010101010101010101010101010101010101
		2023	2.500%	1.900%	TIC
		2024	2.500%	2.000%	2.359600%
		2025	2.500%	2.100%	
		2026	2.500%	2.200%	
		2027	2.500%	2.300%	
		2028			
	Term 2029	2029	2.750%	2.500%	
		2030	2.750%	2.600%	
		2031	And State St		
	Term 2032	2032	3.000%	2.800%	
		2033			
	Term 2034	2034	3.000%	3.000%	



BIDDERS	Address	Year	Rate	
Raymond James & Assoc., Inc.	St Petersburg, FL	2016	2.000%	
	3,12	2017	2.000%	Price
		2018	2.000%	\$7,628,009.45
		2019	2.000%	
		2020	2.000%	NIC
		2021	2.000%	\$1,721,281.81
		2022	2.000%	
		2023	2.000%	TIC
		2024	2.050%	2.377802%
		2025	2.150%	777 (1777 777)
		2026	2.250%	
		2027	2.500%	
		2028	2.500%	
		2029	2.500%	
		2030	2.600%	
		2031	2.950%	
		2032	3.050%	
		2033	3.100%	
		2034	3.150%	
BIDDERS	Address	Year	Rate	
Stifel, Nicolaus & Co., Inc.	Memphis, TN	2016	2.000%	
Stiles, Nicolaus & Co., Inc.	wiempins, 214	2017	2.000%	Price
		2018	2.000%	\$7,716,300.00
		2019	2.000%	37,710,300.00
		2020	2.250%	NIC
		2021	2.250%	\$1,735,992.26
		2022	2.250%	\$1,755,792,20
		2023	2.250%	TIC
		2024	2.500%	2.383363%
				4430330376
		2025	2.500%	
		2025 2026	2.500% 2.500%	
		2025 2026 2027	2.500% 2.500% 2.625%	
		2025 2026 2027 2028	2.500% 2.500% 2.625% 2.750%	
		2025 2026 2027 2028 2029	2.500% 2.500% 2.625% 2.750% 2.750%	
		2025 2026 2027 2028 2029 2030	2.500% 2.500% 2.625% 2.750% 2.750% 3.000%	
		2025 2026 2027 2028 2029 2030 2031	2.500% 2.500% 2.625% 2.750% 2.750% 3.000% 3.000%	
		2025 2026 2027 2028 2029 2030 2031 2032	2.500% 2.500% 2.625% 2.750% 2.750% 3.000%	
	Term 2034	2025 2026 2027 2028 2029 2030 2031	2.500% 2.500% 2.625% 2.750% 2.750% 3.000% 3.000%	



BIDDERS	Address	Year	Rate	
Robert W. Baird & Co., Inc.	Milwaukee, WI	2016	2.000%	
		2017	2.000%	Price
		2018	2.000%	\$7,702,773.75
		2019	2.000%	
		2020	2.000%	NIC
		2021	2.000%	\$1,771,777.50
		2022	2.000%	
		2023	2.000%	TIC
		2024	2.000%	2.427835%
		2025	2.500%	
		2026	3.000%	
		2027	3.000%	
		2028	3.000%	
		2029	3.000%	
		2030	3.000%	
		2031	5000000000	
	Term 2032	2032	3.000%	
		2033	1355085060	
	Term 2034	2034	3.250%	
BIDDERS	Address	<u>Year</u>	Rate	
Janney Montgomery Scott LLC	Philadelphia, PA	2016	2.000%	
same y ronigomery score case	r macerpana, r r c	2017	2.000%	Price
			@1000 / D	1.1165
			2.000%	\$7,700,665,00
		2018	2.000%	\$7,700,665.00
		2018 2019	2.000%	
		2018 2019 2020	2.000% 2.000%	NIC
		2018 2019 2020 2021	2.000% 2.000% 2.000%	
		2018 2019 2020 2021 2022	2.000% 2.000% 2.000% 2.000%	NIC \$1,800,483.82
		2018 2019 2020 2021 2022 2023	2.000% 2.000% 2.000% 2.000% 2.000%	NIC \$1,800,483.82 TIC
		2018 2019 2020 2021 2022 2023 2024	2.000% 2.000% 2.000% 2.000% 2.000% 2.250%	NIC \$1,800,483.82
		2018 2019 2020 2021 2022 2023	2.000% 2.000% 2.000% 2.000% 2.000%	NIC \$1,800,483.82 TIC
		2018 2019 2020 2021 2022 2023 2024 2025	2.000% 2.000% 2.000% 2.000% 2.000% 2.250% 3.000%	NIC \$1,800,483.82 TIC
		2018 2019 2020 2021 2022 2023 2024 2025 2026	2.000% 2.000% 2.000% 2.000% 2.000% 2.250% 3.000% 3.000%	NIC \$1,800,483.82 TIC
		2018 2019 2020 2021 2022 2023 2024 2025 2026 2027	2.000% 2.000% 2.000% 2.000% 2.000% 2.250% 3.000% 3.000%	NIC \$1,800,483.82 TIC
		2018 2019 2020 2021 2022 2023 2024 2025 2026 2027 2028	2.000% 2.000% 2.000% 2.000% 2.000% 2.250% 3.000% 3.000% 3.000%	NIC \$1,800,483.82 TIC
		2018 2019 2020 2021 2022 2023 2024 2025 2026 2027 2028 2029	2.000% 2.000% 2.000% 2.000% 2.000% 2.250% 3.000% 3.000% 3.000% 3.000%	NIC \$1,800,483.82 TIC
		2018 2019 2020 2021 2022 2023 2024 2025 2026 2027 2028 2029 2030	2.000% 2.000% 2.000% 2.000% 2.000% 2.250% 3.000% 3.000% 3.000% 3.000% 3.000%	NIC \$1,800,483.82 TIC
		2018 2019 2020 2021 2022 2023 2024 2025 2026 2027 2028 2029 2030 2031	2.000% 2.000% 2.000% 2.000% 2.000% 2.250% 3.000% 3.000% 3.000% 3.000% 3.000% 3.000%	NIC \$1,800,483.82 TIC



BIDDERS	Address	Year	Rate	
BOSC, Inc.	Dallas, TX	2016	2.000%	
		2017	2.000%	Price
		2018	2.000%	\$7,697,124.05
		2019	2.000%	
		2020	2.000%	NIC
		2021	2.000%	\$1,800,287.13
		2022	2.000%	F1034 KI
		2023	2.000%	TIC
		2024	2.500%	2.471495%
		2025		
	Term 2026	2026	3.000%	
		2027		
	Term 2028	2028	3.000%	
		2029		
	Term 2030	2030	3.000%	
		2031		
	Term 2032	2032	3.000%	
		2033		
	Term 2034	2034	3.125%	
BIDDERS	Address	<u>Year</u>	Rate	
FTN Financial Capital Markets	Memphis, TN	2016	1.500%	
	D4240401340001400500	2017	1.500%	Price
		2018	1.500%	\$7,716,300.00
		2019	1.500%	1070254010802464315
		2020	2.000%	NIC
		2021	2.000%	\$1,818,768.89
		2022	2.000%	
		2023	2.000%	TIC
		2024	2.000%	2.478941%
		2025	3.000%	
		2026	3.000%	
			3.000%	
		2027		
		2027 2028	3.000%	
		2028 2029	3.000% 3.000%	
		2028 2029 2030	3.000% 3.000%	
		2028 2029 2030 2031	3.000% 3.000% 3.250%	
		2028 2029 2030 2031 2032	3.000% 3.000% 3.250% 3.500%	
		2028 2029 2030 2031	3.000% 3.000% 3.250%	

Page 4 of 5



BIDDERS	Address	<u>Year</u>	Rate	
Wells Fargo Bank, N.A.	Charlotte, NC	2016	2.000%	
		2017	2.000%	Price
		2018	2.000%	\$7,652,390.20
		2019	2.000%	
		2020	2.000%	NIC
		2021	2.000%	\$1,922,545.91
		2022	2.000%	
		2023	2.500%	TIC
		2024	2.500%	2.647487%
		2025	3.000%	
		2026		
	Term 2027	2027	3.000%	
		2028	70000-200	
	Term 2029	2029	3.000%	
		2030		
		2031		
		2032		
		2033		
	Term 2034	2034	3.250%	

EXHIBIT C

BID FORM

[See Attached]

BID FORM

\$7,565,000

Brown County, Wisconsin General Obligation Corporate Purpose Bonds, Series 2015A

(Electronic bids are also accepted via Parity® - See Official Notice of Sale)

Sale Date: May 20, 2015

Brown County, Wisconsin c/o Public Financial Management, Inc. (Fax: 414/771-1041)

NOT PART OF THE BID

For all or none of the principal amount of the County's \$7,565,000 General Obligation Corporate Purpose Bonds, Series 2015A, legally issued and as described in the Official Notice of Sale, we will pay the County the purchase price of \$7,705,024.30 plus accrued interest, if any, on the total principal amount of the Bonds to date of delivery, provided the Bonds bear the following interest rates:

Year	Amount	Rate	Year	Amount	Rate
2016	\$ 470,000	2.00%	2026	\$ 280,000	2.50%
2017	480,000	2.00%	2027	285,000	2.50%
2018	480,000	2.00%	2028	295,000	#12/3/YE
2019	490,000	2.00%	2029	300,000	2,75%
2020	495,000	2.00%	2030	310,000	2.75%
2021	505,000	2.00%	2031	320,000	4.7.779
2022	510,000	2.00%	2032	330,000	3.00%
2023	520,000	2.50%	2033	340,000	5.0078
2024	535,000	2.50%	2034	350,000	3.00%
2025	270,000	2.50%		220/040	5.0070

The Bonds mature on November 1 in each of the years as indicated above and interest is payable May 1 and November 1 of each year, commencing November 1, 2015. The Bonds maturing on November 1, 2025 and thereafter are subject to prior redemption at the option of the County on November 1, 2024, and any date thereafter.

In making this offer, we accept the terms and conditions as defined in the Official Notice of Sale published in the Preliminary Official Statement dated May 12, 2015. All blank spaces of this offer are intentional and are not to be construed as an omission.

Our good faith deposit in the amount of \$75,650 will be wired in federal funds to the County within two hours after verbal award is made according to the Official Notice of Sale.

Respectfully submitted.

Explanatory Note: According to our computation this bid involves the following: \$ 1,717,657.99 Net Interest Cost	Piper Jaffray Account Manager
2.359600% True Interest Rate (TIC)	Name
The foregoing offer is hereby accepted by and on behal	If of Brown County, Wisconsin, this 20th day of May, 2015.
atrick Moynihan, Jr., Chairperson	Sandra L. Juno, County Clerk

EXHIBIT D FORM OF SERIES 2015A BOND

REGISTERED	UNITED STATES OF AMERICA	REGISTERED
NO. R	STATE OF WISCONSIN	\$
	BROWN COUNTY, WISCONSIN,	

GENERAL OBLIGATION CORPORATE PURPOSE BOND, SERIES 2015A

Interest <u>Rate</u>	Maturity Date	<u>Dated Date</u>	Principal <u>Amount</u>	CUSIP
%	November 1,	June 9, 2015	\$	

FOR VALUE RECEIVED, Brown County, Wisconsin, promises to pay to Cede & Co., or registered assigns, the principal amount specified above on the maturity date specified above, together with interest thereon from the Dated Date or the most recent payment date to which interest has been paid, unless the date of registration of this Series 2015A Bond is after the 15th day of the calendar month immediately preceding an interest payment date, in which case interest will be paid from such interest payment date, at the rate per annum specified above, such interest being payable commencing on November 1, 2015 and semi-annually thereafter on May 1 and November 1 of each year.

The Series 2015A Bonds maturing November 1, 2025 and thereafter are subject to call and prior redemption on November 1, 2024 or any date thereafter, in whole or in part, from maturities selected by the County, and by lot within each maturity at par plus accrued interest to the date of redemption.

The term Bonds maturing in the years 2029, 2032 and 2034 are also subject to partial mandatory redemption by lot as provided in the Resolution authorizing the Bonds at the redemption price of par plus accrued interest to the date of redemption and without premium.

Both principal hereof and interest hereon are hereby made payable to the registered owner in lawful money of the United States of America by Associated Trust Company, National Association, Green Bay, Wisconsin, the fiscal agent appointed by the County pursuant to the provisions of Section 67.10(2), Wisconsin Statutes, to act as bond registrar and paying agent (the "Bond Registrar" and the "Fiscal Agent"). For the prompt payment of this Series 2015A Bond with interest thereon as aforesaid, and the levying and collection of taxes sufficient for that purpose, the full faith, credit and resources of the County are hereby irrevocably pledged. The principal of this Series 2015A Bond shall be payable only upon presentation and surrender of this Series 2015A Bond to the Fiscal Agent at the principal office of the Fiscal Agent. Interest hereon shall be payable by check or draft dated as of the applicable interest payment date and mailed from the office of the Bond Registrar to the person in whose name this Series 2015A Bond is registered at the close of business on the 15th day of the calendar month next preceding each interest payment date.

This Series 2015A Bond is transferable only upon the books of the County kept for that purpose by the at the office of the Bond Registrar, by the registered owner in person or his duly authorized attorney, upon surrender of this Series 2015A Bond together with a written instrument of transfer (which may be endorsed hereon) satisfactory to the Fiscal Agent duly executed by the registered owner or his duly authorized attorney. Thereupon a new Series 2015A Bond of the same aggregate principal amount, series and maturity shall be issued to the transferee in exchange therefor. The County may deem and treat the person in whose name this Series 2015A Bond is registered as the absolute owner hereof for the purpose of receiving payment of or on account of the principal or interest hereof and for all other purposes. The Series 2015A Bonds are issuable solely as negotiable, fully registered Series 2015A Bonds without coupons in authorized denominations of \$5,000 or any whole multiple thereof.

This Series 2015A Bond is one of an issue aggregating \$7,565,000 for the public purpose of paying the costs of (i) highway improvements and bridge repairs, including but not limited to CTH EB (CTH EB & Preservation Way); CTH R (CTH KB to US 141/29); CTH EB (CTH G to CTH AAA); CTH P (2,000' South CTH N to STH 54); CTH J (CTH U to CTH F); CTH EA (Willow Rd. to STH 29); CTH ZZ (Clay Street to Tetzlaff Rd.); CTH ZZ (Bridge over East River); CTH M (Bridge over Suamico River); and CTH U (Roundabout at CTH U & CTH DD), (ii) communications upgrades consisting of integrated computer aided dispatch and 9-1-1 phone system and (iii) paying professional fees and expenses.

This Series 2015A Bond is authorized by a resolution of the County Board of Supervisors of the County, duly adopted by said County Board of Supervisors at its meeting duly convened on May 20, 2015, which resolution is recorded in the official book of its minutes for said date.

It is hereby certified and recited that all conditions, things and acts required by law to exist or to be done prior to and in connection with the issuance of this Series 2015A Bond have been done, have existed and have been performed in due form and time; that the aggregate indebtedness of the County, including this Series 2015A Bond and others authorized simultaneously herewith, does not exceed any limitations imposed by law or the Constitution of the State of Wisconsin; and that the County has levied a direct, annual irrepealable tax sufficient to pay this Series 2015A Bond, together with interest thereon when and as payable.

No delay or omission on the part of the owner hereof to exercise any right hereunder shall impair such right or be considered as a waiver thereof or as a waiver of or acquiescence in any default hereunder.

IN WITNESS WHEREOF, the County Board of Supervisors of Brown County, Wisconsin, has caused this Series 2015A Bond to be signed on behalf of said County by its duly qualified and acting Chairperson and County Clerk, and its official or corporate seal to be impressed hereon, all as of the date of original issue specified above.

	Bitott	it occiti i, widocitoiit
[SEAL]		
	By:	
		Patrick Moynihan, Jr., Chairperson
	Attest:	
		Sandra L. Juno, County Clerk

BROWN COLINTY WISCONSIN

[FORM OF ASSIGNMENT]

FOR VALUE RECEIVED the undersigned hereby sells, assigns and transfers unto

	pewrite name and address, p code, of Assignee)	
	ypewrite Social Security or ng number of Assignee)	
the within Series 2015A Bond and all rights appointing	thereunder, hereby irrevocably constituting and	
(Please print or ty	pewrite name of Attorney)	
attorney to transfer said Series 2015A Bond on the books kept for the registration thereof with full power of substitution in the premises.		
Dated:	NOTICE: The signature to this assignment must	
	correspond with the name as it appears upon the face of the within Series 2015A Bond in every particular without alteration or enlargement or any change whatever.	
Signature(s) guaranteed by:		

EXHIBIT E

FISCAL AGENCY AGREEMENT

\$7,565,000 Brown County, Wisconsin General Obligation Corporate Purpose Bonds, Series 2015A

FISCAL AGENCY AGREEMENT

THIS AGREEMENT is made and entered into this 9th day of June, 2015, by and between Brown County, Wisconsin (the "County"), and Associated Trust Company, National Association, Green Bay, Wisconsin (the "Agent").

WITNESSETH:

WHEREAS, the County has authorized the borrowing of the sum of SEVEN MILLION FIVE HUNDRED SIXTY-FIVE THOUSAND DOLLARS (\$7,565,000) pursuant to Section 67.05, Wisconsin Statutes, and resolutions adopted by the County Board on April 15, 2015 and May 20, 2015 and has authorized the issuance and sale of \$7,565,000 principal amount of General Obligation Corporate Purpose Bonds to evidence such indebtedness (the "Obligations"). The Obligations shall be designated "General Obligation Corporate Purpose Bonds, Series 2015A"; shall be dated June 9, 2015; shall bear interest at the rates set forth below; and shall mature on November 1 of each year, in the years and principal amounts as follows:

MATURITY SCHEDULE

Maturity Date		
(November 1)	Principal Amount	Interest Rate
2016	\$470,000	2.000%
2017	480,000	2.000
2018	480,000	2.000
2019	490,000	2.000
2020	495,000	2.000
2021	505,000	2.000
2022	510,000	2.000
2023	520,000	2.500
2024	535,000	2.500
2025	270,000	2.500
2026	280,000	2.500
2027	285,000	2.500
2029 (Term Bond 1)	595,000	2.750
2030	310,000	2.750
2032 (Term Bond 2)	650,000	3.000
2034 (Term Bond 3)	690,000	3.000
,	•	

MANDATORY REDEMPTION

The Term Bonds are subject to partial mandatory redemption through the operation of a sinking fund on the dates and in the amounts specified below at a price equal to 100% of the principal amount of the Bonds being redeemed, plus accrued interest to the redemption date:

Term Bond 1

<u> </u>	
Mandatory Sinking Fund	Mandatory Sinking Fund
Payment Date	Payment Amount
November 1, 2028	\$295,000
November 1, 2029	\$300,000
(maturity)	
Term Bond 2)
Mandatory Sinking Fund	Mandatory Sinking Fund
Payment Date	Payment Amount

Payment Date	Payment Amount
November 1, 2031	\$320,000
November 1, 2032	\$330,000
(maturity)	

Term Bond 3	
Mandatory Sinking Fund	Mandatory Sinking Fund
Payment Date	Payment Amount
November 1, 2033	\$340,000
November 1, 2034	\$350,000
(maturity)	

Interest shall be payable commencing on November 1, 2015 and semi-annually thereafter on May 1 and November 1 of each year until the principal of the Obligations is paid in full or discharged;

WHEREAS, the County is issuing the Obligations in registered form pursuant to Section 149 of the Internal Revenue Code of 1986, as amended, and any applicable income tax regulations; and,

WHEREAS, pursuant to the aforesaid resolution or resolutions and Section 67.10(2), Wisconsin Statutes, the County Board of the County has authorized the appointment of the Agent as Fiscal Agent of the County for the purpose of performing any or all of the following functions with respect to the Obligations: paying the principal of and interest on the Obligations; accounting for such payments; registering, authenticating, transferring, and canceling the Obligations; and maintaining a registration book in addition to other applicable responsibilities all in accordance with the provisions of Section 67.10(2), Wisconsin Statutes.

NOW, THEREFORE, the County and the Agent do hereby agree as follows:

APPOINTMENT

The Agent is hereby appointed Fiscal Agent of the County with respect to the Obligations for the purpose of performing such of the responsibilities stated in Section 67.10(2)(a), Wisconsin Statutes, as are delegated herein or as may be otherwise specifically delegated in writing to the Fiscal Agent by the County.

INVESTMENT RESPONSIBILITY

The Fiscal Agent shall not be under any obligation to invest funds held for the payment of interest or principal on the Obligations.

PAYMENTS

At least one (1) business day before each semi-annual interest payment date (commencing with the first interest payment date and continuing thereafter until the principal of and interest on the Obligations should have been fully paid or prepaid in accordance with their terms) the County agrees to and shall pay to the Fiscal Agent, in immediately available funds, a sum equal to the amount payable as principal of and the premium, if any, and interest on the Obligations on such semi-annual interest payment date. Said semi-annual interest and/or principal payment dates and amounts are set forth in Exhibit A which is attached hereto and incorporated herein by this reference.

CANCELLATION

In every case of the surrender of any Obligation for the purpose of payment, the Fiscal Agent shall cancel and destroy the same and deliver to the County a certificate regarding such cancellation, setting forth an accurate description of the Obligation, specifying its number, date, purpose, amount, rate of interest, and payment date and stating the date and amount of each payment of principal or interest thereon. The Fiscal Agent shall also cancel and destroy Obligations presented for transfer or exchange and deliver a certificate with respect to such transfer or exchange to the County. The Fiscal Agent shall be permitted to microfilm, or otherwise photocopy and record said canceled Obligations.

REGISTRATION BOOK

Fiscal Agent shall maintain in the name of the County a Registration Book containing the names and addresses of all registered owners of the Obligations. The Fiscal Agent shall keep confidential said information in accordance with applicable banking and governmental regulations.

INTEREST PAYMENT

Payment of each installment of interest shall be made to the registered owner who shall appear on the Registration Book at the close of business on the 15th day of the calendar month next preceding the interest payment date and shall be paid by check or draft of the Fiscal Agent mailed to such registered owner at his address as it appears in such Registration Book or at such other address as may be furnished in writing by such registered owner to the Fiscal Agent.

PAYMENT OF PRINCIPAL

Principal shall be paid to the registered owner of an Obligation upon surrender of the Obligation on or after its maturity or redemption date.

REDEMPTION NOTICE

In the event the County exercises its option to redeem the Obligations prior to maturity, as long as the Obligations are in book-entry-only form, the County shall direct the Fiscal Agent to give official notice of the redemption by mailing a notice by registered or certified mail, or overnight express delivery, to the Depository not less than thirty (30) days nor more than sixty (60) days prior to the redemption date. If less than all the Obligations of a maturity are to be called for redemption, the Obligations of such maturity to be redeemed will be selected by lot. Such notice will include but not be limited to the following: the designation, date and maturities of the Obligations called for redemption, CUSIP numbers, and the date of redemption. Any notice mailed as provided herein shall be conclusively presumed to have been duly given, whether or not the Depository receives the notice. The Obligations shall cease to bear interest on the specified redemption date, provided that federal or other immediately available funds sufficient for such redemption are on deposit at the office of the Depository at that time. Upon such deposit of funds for redemption the Obligations shall no longer be deemed to be outstanding.

UTILIZATION OF THE DEPOSITORY TRUST COMPANY

The Depository Trust Company's Book-Entry-Only system is to be utilized for the Obligations. The Fiscal Agent agrees to comply with the provisions of the Blanket Issuer Letter of Representation which has been executed and delivered to The Depository Trust Company by the County.

TRANSFER AND EXCHANGE OF OBLIGATIONS

The Fiscal Agent shall transfer Obligations upon presentation of a written assignment duly executed by the registered owner or by such owner's duly authorized legal representative. Upon such transfer, a new registered Obligation of authorized denomination or denominations in the same aggregate principal amount shall be issued to the transferee in exchange thereof, and the name of such transferee shall be entered as the new registered owner in the Registration Book. Upon request of the registered owner, the Fiscal Agent shall exchange Obligations of the issue for a like aggregate principal amount of Obligations of the same maturity in authorized whole integral multiples of \$5,000.

The Obligations shall be numbered 1 and upward. Upon any transfer or exchange, the Obligation or Obligations issued shall bear the next highest consecutive unused number or numbers.

STATEMENTS

The Fiscal Agent shall furnish the County with an accounting of payments received and made and funds on hand annually.

FEES

The County agrees to pay the Fiscal Agent fees in accordance with the fee schedule provided by the Fiscal Agent which is attached hereto as Exhibit B and incorporated herein by this reference until the final principal payment (or redemption date in the event the County exercises its option, if any, to redeem the Obligations). Such fees are payable on the dates principal is due or pursuant to statements provided to the County by the Fiscal Agent. In the event the County exercises its option, if any, to redeem the Obligations, the Fiscal Agent shall be reimbursed for mailing costs related therewith.

MISCELLANEOUS

- 1. <u>Nonpresentment of Checks.</u> In the event the check or draft mailed by the Fiscal Agent to the registered owner is not presented for payment within six years of its date, then the monies representing such nonpayment shall be returned to the County or to such board, officer or body as may then be entitled by law to receive the same, together with the name of the registered owner of the Obligation and the last mailing address of record. Thereafter, the Fiscal Agent shall not be responsible for the payment of such check or draft.
- 2. Resignations; Successor Fiscal Agent. Fiscal Agent may at any time resign by giving not less than sixty days written notice to County. Upon receiving such notice of resignation, the County shall promptly appoint a successor Fiscal Agent by an instrument in writing executed by order of its governing body. If no successor Fiscal Agent shall have been so appointed and have accepted appointment within sixty days after such notice of resignation, the resigning Fiscal Agent may petition any court of competent jurisdiction for the appointment of a successor fiscal agent. Such court may thereupon, after such notice, if any, as it may deem proper and prescribes, appoint a successor fiscal agent.

Any successor fiscal agent shall be qualified to act pursuant to Section 67.10(2), Wisconsin Statutes, as amended.

Any successor fiscal agent shall execute, acknowledge and deliver to the County and to its predecessor fiscal agent an instrument accepting such appointment hereunder, and thereupon the resignation of the predecessor fiscal agent shall become effective and such successor fiscal agent, without any further act, deed or conveyance, shall become vested with all the rights, powers, trusts, duties and obligations of its predecessor, with like effect as if originally named as fiscal agent herein; but nevertheless, on written request of County, or on the request of the successor, the fiscal agent ceasing to act shall execute and deliver an instrument transferring to such successor fiscal agent, all the rights, powers, and trusts of the fiscal agent so ceasing to act. Upon the request of any such successor fiscal agent, the County shall execute any and all instruments in writing for more fully and certainly vesting in and confirming to such successor fiscal agent all such rights, powers and duties. Any predecessor fiscal agent shall pay over to its successor fiscal agent any funds of the County.

3. <u>Termination.</u> This Agreement shall terminate six years after the last principal payment on the Obligations is due whether by maturity or earlier redemption or the final discharge of the County's responsibilities for payment of the Obligations, whichever is later. The parties realize that any funds hereunder as shall remain upon termination shall be turned over to the County after deduction of any unpaid fees and disbursements of Fiscal Agent. Termination of this Agreement shall not, of itself, have any effect on County's obligation to pay the outstanding Obligations in full in accordance with the terms thereof.

4. <u>Execution</u>. This Agreement shall be executed on behalf of the County and the Agent by their duly authorized officers. This Agreement may be executed in several counterparts, each of which shall be an original and all of which shall constitute but one and the same agreement.

IN WITNESS WHEREOF, the parties have executed this Agreement, being duly authorized so to do, each in the manner most appropriate to it, on the date first above written.

BROWN COUNTY, WISCONSIN

[SEAL]	By:Patrick Moynihan, Jr., Chairperson
	By:Sandra L. Juno, County Clerk
	Canara E. Gano, County Clonk
	ASSOCIATED TRUST COMPANY, NATIONAL ASSOCIATION
	By:
	Name:

EXHIBIT A

DEBT SERVICE SCHEDULE

\$7,565,000

Brown County, Wisconsin

General Obligation Corporate Purpose Bonds, Series 2015A

[SEE ATTACHED]

BOND DEBT SERVICE

Brown County, WI G.O. Bonds, Series 2015 FINAL - Bid by Piper Jaffray

Annual Debt Service	Debt Service	Interest	Coupon	Principal	Period Ending
71,369.79	71,369.79	71,369.79	- 50	=:	11/01/2015
	90,468.75	90,468.75	-		05/01/2016
650,937.50	560,468.75	90,468.75	2,000%	470,000	11/01/2016
A CONTRACTOR OF	85,768.75	85,768.75		***	05/01/2017
651,537.50	565,768.75	85,768.75	2.000%	480,000	11/01/2017
Market Market	80,968.75	80,968.75		mananang.	05/01/2018
641,937.50	560,968.75	80,968.75	2,000%	480,000	11/01/2018
	76,168.75	76,168.75			05/01/2019
642,337.50	566,168.75	76,168.75	2.000%	490,000	11/01/2019
8	71,268.75	71,268.75			05/01/2020
637,537.50	566,268.75	71,268.75	2.000%	495,000	11/01/2020
. was a series of	66,318.75	66,318.75	**		05/01/2021
637,637.50	571,318.75	66,318.75	2.000%	505,000	11/01/2021
	61,268.75	61,268.75			05/01/2022
632,537.50	571,268.75	61,268.75	2.000%	510,000	11/01/2022
	56,168.75	56,168.75	-	AB. A. H.	05/01/2023
632,337.50	576,168.75	56,168.75	2.500%	520,000	11/01/2023
Manual Cal	49,668.75	49,668.75		07000 TOWNS	05/01/2024
634,337,50	584,668.75	49,668.75	2.500%	535,000	11/01/2024
	42,981.25	42,981,25			05/01/2025
355,962.50	312,981.25	42,981.25	2.500%	270,000	11/01/2025
HIGH WARRY	39,606.25	39,606.25	12,139,000	-17/13/20 TO	05/01/2026
359,212.50	319,606.25	39,606.25	2.500%	280,000	11/01/2026
20012011	36,106.25	36,106.25			05/01/2027
357,212.50	321,106.25	36,106.25	2.500%	285,000	11/01/2027
	32,543.75	32,543.75			05/01/2028
360,087.50	327,543,75	32,543.75	2,750%	295,000	11/01/2028
	28,487.50	28,487.50	2		05/01/2029
356,975.00	328,487.50	28,487.50	2.750%	300,000	11/01/2029
	24,362.50	24,362.50	23	-	05/01/2030
358,725.00	334,362.50	24,362.50	2.750%	310,000	11/01/2030
anaasaa ka	20,100.00	20,100.00		-2000	05/01/2031
360,200.00	340,100.00	20,100.00	3.000%	320,000	11/01/2031
	15,300.00	15,300.00	1-707000000	-2000	05/01/2032
360,600.00	345,300.00	15,300.00	3.000%	330,000	11/01/2032
120000000000000000000000000000000000000	10,350.00	10,350.00			05/01/2033
360,700.00	350,350.00	10,350.00	3.000%	340,000	11/01/2033
	5,250.00	5,250.00			05/01/2034
360,500.00	355,250.00	5,250.00	3.000%	350,000	11/01/2034
9,422,682.29	9,422,682.29	1,857,682.29		7,565,000	

EXHIBIT B

FISCAL AGENT FEE SCHEDULE

ACCEPTANCE FEE: \$325

ANNUAL FEE: \$363

OUT-OF-POCKET EXPENSES

The above fees do not include out-of-pocket expenses. All out-of-pocket expenses, including postage, supplies, telephone, publication costs, legal fees, wire charges, travel, shredding, and any other miscellaneous items, will be billed in addition to the charges listed in this schedule.

In the event that changes in laws or practices considerably expand our current duties and responsibilities, or if conditions of the economy so warrant, reasonable adjustments may be incorporated into this schedule of fees.

EXHIBIT F

SECTION 893.77 NOTICE

On May 20, 2015, a resolution was offered, adopted and approved by the County Board of Supervisors of Brown County, Wisconsin (the "County"), whereby the County authorized and directed the sale and issuance of its \$7,565,000 General Obligation Corporate Purpose Bonds, Series 2015A.

The closing for the above-referenced bonds will be held on or about June 9, 2015. Copies of all proceedings had to date with respect to the authorization and sale of said bonds are on file and may be examined in the offices of the County at 305 East Walnut Street, Green Bay, WI 54305.

This Notice is given pursuant to Section 893.77 of the Wisconsin Statutes, which provides that an action or proceeding to contest the validity of such municipal financing, for other than constitutional reasons, must be commenced within 30 days after the date of publication of this Notice.

Dated: May 20, 2015.

Sandra L. Juno County Clerk

No. 9j -- REPORT OF "SPECIAL" PUBLIC SAFETY COMMITTEE OF MAY 6, 2015

TO THE MEMBERS OF THE BROWN COUNTY BOARD OF SUPERVISORS

Ladies and Gentlemen:

The **PUBLIC SAFETY COMMITTEE** met in *special* session on May 6, 2015 and recommends the following motions.

- 1. Discussion with possible action regarding Medical Examiner options for Brown County with possible closed session.
 - a. <u>Open Session:</u> Discussion, information gathering and possible action regarding the options available to Brown County for Medical Examiner Services.
 - b. <u>Closed Session:</u> Notice is hereby given that the governmental body will adjourn into a closed session during the meeting for discussion as to contract strategies for the negotiation and bargaining as it relates to Medical Examiner Services pursuant to Wisconsin Statutes Section §19.85 (1)(e) deliberating or negotiating the purchase of public properties, the investing of public funds or conducting other specified public business, whenever competitive or bargaining reasons require a closed session.
 - c. Reconvene in Open Session: Discussion and possible action as to options available to Brown County for Medical Examiner Services, and possibly contract negotiations and bargaining determinations.

 No closed session held; no action taken.

A presentation was given by Dr. Vincent Tranchida, M.D., the Chief Medical Examiner for Dane County, Wisconsin. (See Attachments)

Following, a motion was made by Supervisor Buckley and seconded by Supervisor Sieber "to suspend the rules to allow interested parties to address the Board."

Ken Blaney, 1711 Chateau Drive and Jean Smits, 631 Simonet Street both addressed the Board and voiced their concerns regarding Medical Examiner options for Brown County.

Following public comments, a motion was made by Supervisor Erickson and seconded by Supervisor Van Dyck "to return to the regular order of business."

Following discussion, a motion was made by Supervisor Buckley and seconded by Supervisor Sieber "to adopt". Voice vote was taken. Motion carried unanimously with no abstentions.

ATTACHMENT TO ITEM #9J

Differences

□ Coroner and lay medical examiner

Note the specificial established

- Both coroners and lay medical examiners can be, and most often are, non-physicians in Wisconsin.
 - Currently, Wisconsin is one of a handful of states that doesn't require training for coroners and lay medical examiners.
- The only real requirements for being an elected coroner is receiving more votes than anyone else running.
- A lay medical examiner has slightly more accountability (as a non-elected official), but no more requirements for training.

Differences

In 2009, a blue ribbon panel created by the National Academy of Sciences pointed out the tack of mendatory standards for autopsies and the absence of oversight into the performance of coroners and lay

medical examiners.

It recommended that the goal of every state should be to move away from a coroner and lay medical system, which is not based on medicine, and instead hire board eartified forensic pathologists and put them to work as medical examiners.



THE CORONER TO MEDICAL EXAMINER SYSTEM TRANSITION – THE DANE COUNTY EXPERIENCE

History

- to The transition from a Coroner System to a Meditor Exeminer tystem began under the work of forests Dane Courty Coroners John Steriley and Ray Wosepka, who both doed in office.
 - in the summer of 2010, the Dave County Board approved replacing the elected conner with an appointed, physician medical examiner.
 - In By doing so, Dane County became the fourth Wisconsin county with a doctor in the position.
- 1 began my duty as the Dane County Chief Medical Examiner on February 14, 2011.





Difference



Being able to dedook a parlent's medical history when so next of kin are present and prescription medicalises are available. Understanding surgical, medical, and resuscitative artifact versus ante-mertem conditions or injurior

Being able to healty effectively on multiple flads of medical expertise (cofficiony, realishings, texticology, mirrobiology, targery, predictivity, DVA, etc.)



Differences

thanks:

Required to be a Physician No (in Wisconsin)	No (in Wisconsity)	Yes
Performs Autopsies	2	Yes
Determines Cause of Death	Yes	Yes
Signs Death Certificates	Yes	Xex X
Appointed or Beded	Siher	Appointed
Pothologist or Foremic	No	Yes

fement fraktische Zooss (AZA) wie der spektieb suimel in genferen mengene Ferendt fraktische regides die mittabazet 12 kanne 28 kilosis panisheng 4 even of methoproderes odings, 4 years is deskinds kaled, 4 years al methody in consent cast dischaige, kaledag 4 years in a fement persetty federalet. These ere alabbiazoologische and in even in a fement persetty produced from the persetty pedited and perset and in the constitution of the constitution of the perset and perset and perset and perset and perset persetty persetty perset and perset perset and perset perset perset and perset perset and perset perset and Tradelagy: Book of welline feet sheets with the diagness of dispose and counts of doubling remove at latimatery promotion of body fishs, will assembly, and fearer.

Translation of body fishs, will assembly, and fearer.

Translation of the feet of periodicy where are all disposits in the remainments of face than the type yesters, are sheets, or where there,

Changes in Dane County

a Our current staff model:



The difference between having a coroner/lay medical examiner system and a physician medical examiner system are significant:

Differences

Thresholds are not clearly defined iii Consistency of rulings

u Consistency of what cases require additional investigation. The experience and training level of the leadership of the office can be very limited

a No to little investigative training is No to little medical training

a Inadvertently missed findings and fost Investigative opportunities

a Reduced oversight can lead to potential for abuse.

Relationships with Partners

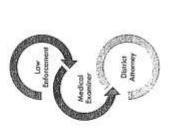


Source of the post-of-post-of-

a Our office strongly promotes a team approach to the investigation of coses.

We maintain a strawbaneous, independent sivestigation of the death, but it is critical that all work be done with our partners in mind. The medical examiner's office in part of the county's team approach to death Investigation

- M. Are we giving law enforcement the took that they need to invarigate the cost?
- fransparency and effective hand-off" of cases are the goall a. Are we giving the district attorner's office the tools that they need to prosecule the cose?



Changes in Dane County



- 一個問題の記録がおりになっている。

Cases are deared with a physician medical examiner each time, every

 Training investigators call the an-call physician medical examiner with each and every core. The case is reviewed together, and the physician exploins what information is needed and why the case conficures be released.

The traiting investigates also submits a ringe core issuediately following the call for review by the on-cell physician medical examiner and the divector of

 The triage note summattee the information obout the case and documents the record for releasing the case or bringing it in for further evolution. Serior investigators only have to seem? the triage note, but this is still reviewed by the as-call physician medical examiner and the director of

Ulfimately, no case is released without degrance from a physician.

Law Enforcement



The second of the species for all the

Law enforcement hos jurisdiction over the scene, the medical exominer has jurisdiction over the bady.

investigators/investical examines do not enter the scene until cloaned by law enfercement Investigator/Unedical exonitions do their exonitionisms and removal with full consideration of law enforcement's investigation of the Tyeek full-bady safe, gloves, and marks or hemisters.

bitiol constraint, then you's set acceptant decreasation is finding before conserved of the body. leveligators/medical exeminers provide invedigle evaluation and information of the same to law enforcement to aid flicir effors



Changes in Dane County



□ Threshholds

Homicides, complex cases, and high profile cases can involve attendance at the scene by:

a The on-call physician medical examiner

a The director of operations

is The responding investigator

Support for these investigations is critical.

Adjustments can be made based on the circumstances of the scene (e.g., prior body removal to emergency room, public view, etc.)

Release of Bodies

- a In accordance with the team approach, the body is released to the funeral home with approval of:
- The case physician medical examiner The case district attorney
 - "Do all the partners have the information they need before the evidence is potentially lost (e.g., cremated)?"

Law Enforcement

a Law Enforcement

おないないのではないということ

Autopsies are always performed either the same day or next day for rapid turnoround of critical information.

Police and Sheriff's Office are welcome to attend any cases that they are involved in. However:

- a Police and Sheriff's Office have access to our reports, photographs, and laboratory evaluations (including toxicalogy, x-rays, anthropology evaluations, etc.).
 - Police and Sheriff's Office have access to our doctors and investigators wherever needed.
- innocaryances measures insected.

 In Police and Sheriff's Office are given updates by the case investigator on test results and rulings as soon as they are completed.

Case physician medical examinar attends briefings (where invited) on homisides or other complex/high profile cases

Relationships with Funeral Homes

10000 - 111

a This is also a critical

ACCOUNT OF THE PARTY OF

- component of what we do Funeral homes provide volucible support (and contact with) next of kin.
 Rapid clearates/release or turnereased and catopay cases turnereased all catopay cases turnereased borness efforts.
- assists tweran natices errores Review of cremation permits by a physican-led medical examiner's office provides medical support for determination of adequate death certification.



District Attorney

 Similarly, the case district attorney is notified of all findings and results on cases by the case investigator.

town . I would still make the collection of the second sold the second s

The case physician medical examiner is available for meetings, discussions, and trial preparation (either in person or by phone).

Progress

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- Apparent Olief Medical Engelses for Rock County on 1/3/2013. Current Olds Medical Examiner for Dans County dece 2/1/2011.

Release of information to the media

a The medical examiner only releases the name of the decedent and the manner of death to the media in a formal, brief statement.

A Company of the Comp

- u it is the position of the Dane County Medocal Cominer's Office that any further information should come only from the District Attorney's office, the Police, or from the Swirff's Office.
 - Our goal is to not relecte information in convey compromise the efforts of law enforcement to eventigate the case, or of the Datesta Attorney's ability to prosecute the case. п



Organ and Tissue Donation

Described with organ and tissue procurement agencies to allow the release of organs and tissues is a high priority of the office.

Charles of the same

OPO organizations motify investigators immediately when a portion that may full under our purindiction is daining poorly, so that investigation of the case may

The Dane County Medical Examiner's Office has Issued a policy for argan recovery in cases with criminal potential. Physician medical examiners attend organ removals to be able to testify as to the condition and state of organs removed.





CONTRACTOR OF THE PROPERTY OF testimony support for documentation and

resolution of major

Progress

□ Successful

□ ATSF award for

cases.

district attorney's offices, and administration for Dane and Rock Counties. □ Successful partnerships with law enforcement, donation in 2011. increased tissue

Thank You

- □ "Show me the manner in people, their respect for and their loyalty to high which a nation cares for the tender mercies of its mathematical exactness the laws of the land, its dead and I will measure with ideals"
- -- Sir William Gladstone



In Conclusion

- Asserted and and the same and a selection as a selection of the selection
 - The people that built its roads and buildings, paid its taxes, and raised and taught its children. a The deceased of a county are its foundation
 - a Effective death investigation is critical for: Investigations of threat to public health
 - · · Prosecution of major crimes
- Significant civil repercussions (insurance, estates, lawsuits)
 - 3 Closure for families
- a Expectations from the public are extremely high
- n Better educated public

Media

In Conclusion

日本のないないないとなるとなるのである。

- managed by someone with no prior formal □ The field is no longer one that should be training or formal accountability. professional
- Office is happy to assist in whichever way your counties decide to Medical Examiner's continue forward. a The Dane County



Done County Medical Exeminar's Office Public Safety Building, Rm. 2144 115 West Daty Street Madison, WI

(608) 284-6000 (608) 266-4948 (608) 284-6015

53703

No. 10f -- RESOLUTION RE: IN SUPPORT OF FUNDING FOR A REPLACEMENT SCOREBOARD AT THE RESCH CENTER

TO THE HONORABLE CHAIRMAN AND MEMBERS OF THE BROWN COUNTY BOARD OF SUPERVISORS

Ladies and Gentlemen:

WHEREAS, the Resch Center was constructed and opened in 2002; and

WHEREAS, in 2012, Brown County and PMI entered into a new lease agreement for the *Veterans Memorial Complex* whereby PMI assumes the rent, as well as all the rights and obligations similar to those under the previous lease and assumption agreement; and

WHEREAS, due to the age of the current scoreboard, it is necessary to replace the current scoreboard with a state-of-the-art scoreboard at the *Resch Center*, and

WHEREAS, \$1,000,000 has been set aside in the Veterans Memorial Complex Building Upgrade Projects Fund for the purpose of projects at the *Veterans Memorial Complex*; and

WHEREAS, the Education and Recreation Committee has recommended that up to One Million Dollars (\$1,000,000) be taken from the Building Upgrade Projects Fund for the purchase of a replacement scoreboard and ancillary equipment at the *Resch Center*, and

WHEREAS, PMI will contribute Four Hundred Thousand Dollars (\$400,000), and the Stadium District Board will contribute Four Hundred Fifty Thousand Dollars (\$450,000); and

WHEREAS, to assure public transparency of taxpayer dollars, the purchase of the new County-owned scoreboard shall be accomplished through the County's Purchasing Department with input and participation in the selection process from PMI;

NOW, THEREFORE, BE IT RESOLVED, that the Brown County Board of Supervisors approve the contribution of up to One Million Dollars (\$1,000,000) to be taken from the Veterans Memorial Complex Building Upgrade Projects Fund to support the purchase of a replacement scoreboard and ancillary equipment at the *Resch Center*, and

BE IT FURTHER RESOLVED, that Brown County's contribution of One Million Dollars (\$1,000,000) is contingent on further financial contributions for the scoreboard from PMI in the amount of Four Hundred Thousand Dollars (\$400,000), and the Stadium District Board in the amount of Four Hundred Fifty Thousand Dollars (\$450,000).

Respectfully Submitted, EDUCATION AND RECREATION COMMITTEE

Fiscal Note: This resolution does not require an appropriation from the General Fund. Up to \$1,000,000.00 will come from Facilities Buildings Upgrades, Veterans Memorial Complex Building Upgrade Projects Fund.

Final Draft Approved as to form by Corporation Counsel

A motion was made by Supervisor Buckley, and seconded by Supervisor Sieber, "to suspend the rules to allow interested parties to address the Board." Voice vote taken. Motion carried unanimously.

The following members of the public addressed the Board and spoke in favor of a new scoreboard at the Resch Center.

Ken Wachter, 510 Saint Mary Boulevard – President, PMI Entertainment Group Mary Ellen Gillespie, 2420 Nicolet Drive – Director of Athletics, UW-Green Bay Dave Anderson, 5516 Vern Holmes Drive, Stevens Point – Executive Director, WIAA Ron Antonneau, 3589 Nicolet Drive

Following, a motion was made by Supervisor Sieber and seconded by Supervisor Nicholson "to return to the regular order of business." Voice vote taken. Motion carried unanimously with no abstentions.

Prior to making a motion, Supervisor Van Dyck addressed the Board and provided the Board with a handout. (See Attachments)

Following discussion, a motion was made by Supervisor Van Dyck and seconded by Supervisor Landwehr "to amend the resolution by removing the fourth paragraph beginning with 'Whereas, removing 'has recommended that up to One Million Dollars (\$1,000,000) be taken from the Building Upgrade Projects Fund for,' removing 'Veterans Memorial Complex Building Upgrade Projects Fund,' and removing 'contribution.' Vote taken. Roll Call #10f(1)

Ayes: Nicholson, Haefs, Erickson, Zima, Landwehr, Katers, Kaster, Van Dyck, Jamir, Robinson, Clancy

Nays: Sieber, De Wane, Hoyer, Gruszynski, Evans, Kaye, Buckley, Dantinne, La Violette, Campbell, Moynihan, Blom, Schadewald, Lund, Fewell

Total Ayes: 11 Total Nays: 15

Motion Failed

A motion was made by Supervisor Zima and seconded by Supervisor Haefs "to refer back to committee to review all of Supervisor Van Dyck's options and to consider a ticket tax." Vote taken. Roll Call #10f(2)

Ayes: Nicholson, Gruszynski, Haefs, Zima, Landwehr, Katers, Kaster, Van Dyck, Jamir, Robinson, Clancy

Nays: Sieber, De Wane, Hoyer, Erickson, Evans, Kaye, Buckley, Dantinne, La Violette, Campbell, Moynihan, Blom, Schadewald, Lund, Fewell

Total Ayes: 11 Total Nays: 15

Motion Failed

A motion was made to Vote taken. Roll Call	by Supervisor La Violette and seconded by Supervisor Buckley " to adopt ". #10f(3):					
Landwehr, Da	Vane, Hoyer, Gruszynski, Haefs, Erickson, Zima, Evans, Kaye, Buckley, Intinne, La Violette, Katers, Jamir, Robinson, Clancy, Campbell, Moynihan, Ewald, Lund, Fewell					
Nays: Nicholson, Ka	ster, Van Dyck					
Total Ayes:	23 Total Nays: 3					
Motion carried.						
Approved by:	\s\ Troy Streckenbach, County Executive Date: 05/26/2015					
	ATTACHMENT TO RESOLUTION #10F					
RESO	LUTION/ORDINANCE SUBMISSION TO COUNTY BOARD					
DATE:	5/12/15					
REQUEST TO:	Brown County Board of Supervisors					
MEETING DATE:	5/20/15					
REQUEST FROM:	Education & Recreation Committee					
REQUEST TYPE:	☑ New resolution☐ New ordinance☐ Revision to resolution☐ Revision to ordinance					
TITLE: Resolution	in Support of Funding for a Replacement Scoreboard at the Resch Center					
state-of-the-art scorel ACTION REQUESTE	current scoreboard, it is desirable to replace the current scoreboard with a board at the Resch Center through the RFP Process.					
Approval of \$1,000,00 scoreboard.	00 contribution from Veteran's Memorial Project Fund to purchase					
FISCAL IMPACT: NOTE: This fiscal im updated if necessary.	pact portion is initially completed by requestor, but verified by the DOA and					
1. Is there a fiscal in	mpact? ⊠ Yes □ No					
a. If yes, what is	s the amount of the impact? \$1,000,000					
b. If part of a bid	ager project, what is the total amount of the project? \$1,850,000					

C.	Is it currently budgeted?	☐ Yes	\boxtimes No	
	1. If yes, in which accour	nt?		

2. If no, how will the impact be funded?

Up to \$1,000,000 to be taken from the Veteran's Memorial Project Fund (contingent upon the financial contributions of \$400,000 from PMI and \$450,000 from the Stadium District Board.

⋈ COPY OF RESOLUTION OR ORDINANCE IS ATTACHED

ATTACHMENT TO SUPERVISOR VAN DYCK'S MOTION

Alternate sources of revenue for PMI to pay back \$1.0 million loan

- 1. Remaining \$400,000 due under section 3.3 of the current lease for "Additional Capital Improvements" (see attached). Under the terms of the lease, PMI is required to pay an additional \$1.0 million for Capital Improvements to the Leased Premises. According to PMI, they have already expended approximately \$175,000 of these funds. PMI's \$400,000 contribution to the scoreboard utilizes these funds, leaving a remaining balance of approximately \$400,000. PMI has argued that utilizing all of these funds will leave no money available for future capital improvements that may be necessary. However, if we do not raid the Veterans Memorial Complex Building Upgrade Projects Fund to support the scoreboard replacement, these funds would be available for that purpose.
- 2. Incremental advertising revenue. Although PMI has stated that the incremental advertising revenue to be generated by the new scoreboard is inconsequential, any incremental revenue generated should be dedicated to paying for the scoreboard and not simply absorbed into PMI's ongoing revenue stream. An increase in advertising revenue of only \$25,000 per year over the remaining 12 years of the lease will generate \$300,000. I find it difficult to believe that a meaningful increase in advertising revenue is not one of PMI's motivating factors.
- 3. Ticket surcharge. Although PMI has not been supportive of a ticket surcharge and the subject matter has failed to gain traction on the County Board, why shouldn't the users of the Resch Center contribute toward the cost of the enhanced fan or user experience offered by the improved scoreboard? Even a modest \$.50 per ticket surcharge would generate over \$150,000 in annual revenue.
- 4. Amend section 9.4 of the current lease as it relates to "Custodial/Maintenance/Repair Services" in order to facilitate Brown County's ability to request reimbursement for "Maintenance" items similarly accounted for under the Naming Rights Agreement. Brown County could potentially treat amounts collected as loan forgiveness.

(Van Duke) 10f

purchased by the Subtenant, following execution of this Lease, that would remain a part of the Leased Premises and/or be subject to any demolition hereunder.

the the

Rent.

3.1. Subtenant shall pay Tenant as Base Rent during each year of the term according to the following schedule:

06/01/2012-05/31/2015 the sum of Three Hundred Thousand Dollars (\$300,000.00);

06/01/2015-05/31/2018 the sum of Three Hundred Twenty- Five Thousand, Hundred Dollars (325,000.00);

06/01/2018-05/31/2021 the sum of Three Hundred Thirty-Four Thousand, Seven Hundred Fifty Dollars (\$334,750.00);

06/01/2021-05/31/2024 the sum of Three Hundred Forty-Four Thousand, Seven Hundred Ninety Three Dollars (\$344,793.00); and

06/01/2024-05/31/2027 the sum of Three Hundred Fifty-Five Thousand, One Hundred Thirty-Six Dollars (\$355,136.00).

Base Rent shall be paid in twelve equal payments due on the first day of each month during the Lease term.

- 3.2. Use of Rental Payments. All of the aforementioned rental payments shall be restricted in a separate County fund (the "Fund") and shall be used exclusively for Capital Improvements to the Leased Premises. The Fund shall be administered by the Veterans Memorial Complex Committee ("VMCC"), consisting of the following persons: (1) the County Executive or its designee; (2) the Chair of the Education & Recreation Committee or its designee; (3) the County Director of Building and Grounds or its designee; (4) the Operations Manager of PMI or its designee; and (5) the Chair of the Administrative Committee or its designee. On or before July 15 of each year of this Lease and quarterly thereafter, Subtenant shall present a Capital Improvement budget to the VMCC for its approval and payment from the Fund for the Capital Improvements recommended and approved by it.
- 3.3. Additional Capital Improvements. During the original term of the Lease, Subtenant shall pay an additional One Million Dollars (\$1,000,000.00) for Capital Improvements to the Leased Premises, the timing of which is within the discretion of Subtenant; provided, total payments are made before expiration hereof. Subtenant shall report the amount of the Capital Improvements to Tenant on an annual basis. Subtenant's Capital Improvements may become fixtures to the Leased Premises. Likewise, certain

Capital Improvements will remain the personal property of Subtenant. The parties shall agree on what Capital Improvements shall be described as "fixtures"

4

Lease Agreement

9.4. <u>Custodial/Maintenance/Repair Services</u>. Subtenant shall provide maintenance services associated with the housekeeping, preventive maintenance, and customary repairs required to keep the facilities and equipment in sound operating condition. Subtenant will establish necessary policies and procedures to ensure that the Veterans Memorial Complex is properly maintained at all times. Tenant shall have the right to request copies of said policies and procedures for its records, review and comment if it so chooses.

Naming Rights Agreement

reimbursement requests to the Greater Green Bay Community Foundation, each certifying that the amounts sought to be withdrawn shall be used exclusively for purposes set forth in this Agreement. In the event any reimbursement request seeks a withdrawal of Twenty-Five Thousand Dollars (\$25,000.00) or more, the request shall first be submitted to Resch or his estate for his or its written agreement that the proposed reimbursement complies with the requirements of this Agreement.

- 4. <u>Limitation on Use of Funds</u>. All payments made by Resch under this Agreement shall be used exclusively for the maintenance of the Resch Center. As used in the preceding sentence, the term "maintenance" shall be defined as activities required to conserve as nearly, and as long, as possible the Resch Center's original condition and operational status to achieve its maximum useful life (including both corrective maintenance and preventive maintenance). The term "maintenance" shall not include activities that extend the Resch Center's useful life, the expenses of which are customarily capitalized. Notwithstanding, the Authority and/or Brown County may, from time to time, propose to Resch or his estate that portions of the payments identified in Section I be used for capital improvements to the Resch Center; and Resch or his estate may approve or disapprove of such uses in his or its sole discretion. In no case shall any of the payments identified in Section I be used for debt retirement or for any other purpose other than the purposes set forth in this section.
- 5. No Effect on Other Funding. Resch's payments hereunder shall have no effect on any other funding to which the Resch Center may be entitled, including, but not limited to, revenue from Brown County hotel room taxes. The parties hereto agree that Resch's payments hereunder are in addition to, and not a substitution for, other funding sources available to the Resch Center.
- Survival of Memorandum. The parties agree that the terms of the Memorandum shall continue in full force and effect to the extent that such terms are not inconsistent with this Agreement.
- Amendment. This Agreement may not be amended or modified in any respect, except by an agreement in writing executed by the parties in the same manner as this Agreement.
- Successors. This Agreement shall be binding upon and shall inure to the benefit
 of and be enforceable by each of the parties and their respective successors.

ITEMS #10H, #9J, AND 10F WERE TAKEN OUT OF ORDER AFTER ITEM #2

No. 3 -- APPROVAL OF MINUTES OF APRIL 15, 2015

A motion was made by Supervisor Zima and seconded by Supervisor Hoyer "to approve the minutes of the April 15, 2015 meeting". Voice vote taken. Motion carried unanimously with no abstentions.

No. 4 -- ANNOUNCEMENTS OF SUPERVISORS

Supervisor Robinson encouraged and invited everyone to attend Celebrate De Pere this Memorial Day Weekend. The celebration beings Saturday, May 23rd and continues until Monday, May 25th.

Supervisor Evans wanted to express his gratitude to former Brown County Supervisor and current Representative David Steffen for his work in Madison. Mr. Evans acknowledged that Representative Steffen has been integral in helping get the Brown County ADRC refunded.

Supervisor Sieber invited all to attend the *Spies, Traitors, Saboteurs: Fear and Freedom in America* exhibit at the Neville Public Museum. The exhibit will run from May 23, 2015 to September 6, 2015.

Supervisor Schadewald stated that the Village of Howard will be having a Memorial Day parade Monday, May 25th beginning at 10a.m. The parade will be hosted by the VFW. Mr. Schadewald invited all to come, especially to honor the area's Veterans.

Supervisor Gruszynski congratulated the Green Bay Garden Blitz for their exceptional work. The Garden Blitz program empowers families to grow their own food through the installation of personal garden boxes.

No. 5 -- COMMUNICATIONS. NONE.

Late Communications:

No. 5a -- FROM SUPERVISOR NICHOLSON RE: REQUESTING THE BROWN COUNTY CORPORATION COUNSEL DRAFT A RESOLUTION TO THE STATE OF WISCONSIN IN SUPPORT OF DRUG TESTING INDIVIDUALS WHO RECEIVE PUBLIC ASSISTANCE.

Refer to Public Safety Committee.

No. 5b -- FROM SUPERVISOR JAMIR RE: HAVE TECHNOLOGY SERVICES
RESEARCH OPTIONS AND COST TO PUBLISH/UPLOAD/BROADCAST
COUNTY BOARD AND COMMITTEE MEETINGS FOR SOCIAL MEDIA SUCH
AS YOUTUBE, STREAM IN REAL TIME OR NEAR REAL TIME.

Refer to Administration Committee.

No. 5c -- FROM SUPERVISOR BUCKLEY RE: TO HAVE ADMINISTRATION WORK
WITH DOOR AND OCONTO COUNTY TO NEGOTIATE A CONTRACT WITH A
COUNTY THAT CURRENTLY HAS MEDICAL FORENSICS PATHOLOGISTS

THAT HAVE THE ABILITY TO BRING ON BROWN COUNTY AND ITS PARTNERS.

Refer to Public Safety and Executive Committees.

No. 5d -- FROM SUPERVISOR ERICKSON AND VICE CHAIR LUND RE: CREATE A TICKET SURCHARGE WHENEVER POSSIBLE TO GO INTO A MAINTENANCE FUND FOR THE ARENA COMPLEX TO REPLENISH THE CAPITAL FUND.

Refer to Education and Recreation Committee.

No. 6 -- APPOINTMENT BY BOARD OF SUPERVISORS COMMITTEE AS A WHOLE:

APPOINTMENTS BY COUNTY EXECUTIVE:

No. 6a -- REAPPOINTMENT OF RON ANTONNEAU, HENRY WALLACE, AND MIKE VIZER TO THE HARBOR COMMISSION

A motion was made by Supervisor Kaster and seconded by Supervisor Clancy "to approve the above appointment". Voice vote was taken. Motion carried unanimously with no abstentions.

No. 6b -- REAPPOINTMENT OF JO ANN GRASCHBERGER TO THE HUMAN SERVICES BOARD

A motion was made by Vice Chair Lund and seconded by Supervisor Kaye "to approve the above appointment". Voice vote taken. Motion carried unanimously with no abstentions.

No. 6c -- REAPPOINTMENT OF THOMAS DIEDRICK TO THE HOUSING AUTHORITY

A motion was made by Supervisor Kaster and seconded by Supervisor Clancy "to approve the above appointment". Voice vote taken. Motion carried unanimously with no abstentions.

No. 6d -- REAPPOINTMENT OF WILLIAM SELEEN TO THE SOLID WASTE MANAGEMENT BOARD

A motion was made by Supervisor Hoyer and seconded by Supervisor Katers "to approve the above appointment". Voice vote taken. Motion carried unanimously with no abstentions.

No. 6e -- APPOINTMENT OF RYAN KUEHN AND REAPPOINTMENTS OF SANDY RYCZKOWSKI AND JULIA WALLACE TO THE NICOLET FEDERATED LIBRARY BOARD

A motion was made by Supervisor Campbell and seconded by Supervisor La Violette "to approve the above appointment". Voice vote taken. Motion carried unanimously with no abstentions.

No. 6f -- APPOINTMENT OF TOM PEROCK TO THE ADJUSTMENT BOARD

A motion was made by Supervisor Van Dyck and seconded by Supervisor Dantinne "to approve the above appointment". Voice vote taken. Motion carried unanimously with no abstentions.

No. 7a -- REPORT BY COUNTY EXECUTIVE

County Executive Streckenbach stated that he had traveled to Dane County with Dean Haen, Director of Resource Recovery and Jim Jolly, Director of Land and Water Conservation, to tour their landfill and digester. Brown County may in the future look into converting county owned vehicles to Compressed Natural Gas, CNG, as it could be a cost effective measure.

Mr. Streckenbach stated that while in Dane County, he visited the county's digester system. The importance of the digester is that it aids in the removing of phosphorous and other harmful gases from waste before it reaches our watershed. Mr. Streckenbach stated that it is becoming more and more important to protect our water resource as it not only is a huge part of the area's economic and social appeal, but also because water is becoming less available nationwide.

Executive Streckenbach announced that Brown County maintained its AAA Moody's public credit rating. Mr. Streckenbach stressed the importance of this rating as it in turn helps save the County money.

No. 7b -- REPORT BY BOARD CHAIRMAN

Chairman Moynihan noted that Supervisor De Wane's tardiness was due to the fact that he was attending the funeral of his aunt and subsequently extended his deepest condolences to both Mr. De Wane and his family.

Chairman Moynihan also expressed that on behalf of himself and the County Board, he extends his condolences to the family of Dick Koltz, a longtime organizer for the Brown County Fair who passed away earlier this month.

Chairman Moynihan introduced and welcomed Assistant Corporation Counsel Rebecca Lindner to the County Board.

Chairman Moynihan thanked August Neverman, Brown County Technology Services Director, for the presentation that he held for the Village of Ashwaubenon dealing with internet security.

Chairman Moynihan, on behalf of the Brown County Clerk, also noted that on Thursday, May 28th, Election Systems and Software, Brown County's elections vendor, will be holding an electronic poll book seminar in room 200 of the Northern Building. Chairman Moynihan invited all supervisors to attend the event, as they are all involved and tied to elections in one way or another.

- No. 8 -- <u>OTHER REPORTS.</u> None.
- No. 9 -- STANDING COMMITTEE REPORTS:
- No. 9a -- REPORT OF ADMINISTRATION COMMITTEE OF APRIL 23, 2015

TO THE MEMBERS OF THE BROWN COUNTY BOARD OF SUPERVISORS

Ladies and Gentlemen:

The **ADMINISTRATION COMMITTEE** met in regular session on April 23, 2015 and recommends the following motions:

- 1. Review Minutes of: None.
- 2. Communication from Supervisor Hoyer re: All new Supervisors automatically be assigned a county e-mail address to serve as a contact point for constituents as well as all contact from the County offices and business; *referred from March*, 2015 County Board. Receive and place on file.
- 3. Communication from Supervisor Schadewald re: Request that the Administration Committee revisit Chairman Moynihan's proposal for computer equipment for Supervisors; *referred from March*, 2015 County Board. To hold for one month.
- 4. Communication from Supervisor Zima re: The Administration Committee review Brown County's Flexible Benefit Program; *referred from March, 2015 County Board.* Receive and place on file.
- 5. Communication from Supervisor Zima re: Request that Human Resources Department provide each standing committee statistical information as to what the County employee turnover rate is by department and the corresponding reason for turnover; *referred from April, 2015 County Board.* Receive and place on file.
- 6. Communication from Supervisor Robinson re: As part of the Class & Comp referral have each committee hold a discussion on the philosophy of how this comp plan would be implemented; *referred from April, 2015 County Board.*
 - i. To hold until the end of the agenda.
 - ii. Receive and place on file Carried 3 to 2.
 - iii. To reconsider and receive and place on file.
- 7. Corporation Counsel Monthly Report, February, 2015. Receive and place on file Items 7 & 8.
- 8. Corporation Counsel Monthly Report, March, 2015. See action at Item 7 above.
- 9. County Clerk Budget Status Financial Report, December, 2014 (unaudited). Receive and place on file Items 9 & 10.
- 10. County Clerk Budget Status Financial Report, January, February and March, 2015. See action at Item 9 above.
- 11. Treasurer Budget Status Financial Report, December, 2014 (Final). Receive and place on file.
- 12. Treasurer Treasurer's Report.
 - a. Status of Tax Collection partnership(s).
 - b. Update re: Sale of tax deeded lands by BC Code Chapter 3, Section 3.06 & Wis. Stat. 75.
 - c. Setting a date for presentation by winner of RFP Project #1873 Financial Advisory Services. Receive and place on file Items 12 a, b & c.
 - d. Discussion and possible action re: Class 3 notices and Brown County
 Treasurer's Office Budget line items 5310 & -5810. Receive and place on file.
- 13. Child Support Budget Status Financial Report, December, 2014 (unaudited). Receive and place on file Items 13, 14, 15, 16 & 17.
- 14. Child Support Budget Status Financial Report, February, 2015. See action at Item 13 above.
- 15. Child Support Departmental Openings Summary, March and April, 2015. See action at *Item 13 above.*
- 16. Child Support Agency Director Summary, March, 2015. See action at Item 13 above.
- 17. Child Support Agency Director Summary, April, 2015. See action at Item 13 above.

- 18. Technology Services Budget Status Financial Report, February, 2015. <u>Receive and place on file Items</u> 18, 19 & 20.
- 19. Technology Services Monthly Report, March, 2015. See action at Item 18 above.
- 20. Technology Services Monthly Report, April, 2015. See action at Item 18 above.
- 21. Human Resources Resolution re: Brown County Classification Salary Range; *referred from April, County Board.*
 - i. Receive and place on file. See Resolutions, Ordinances May County Board.
 - ii. To take Item 6 at this time.
- 22. Human Resources Resolution re: Change in Table of Organization for the Administration Department Senior Buyer. <u>To approve</u>. See Resolutions, Ordinances May County Board.
- 23. Human Resources Budget Status Financial Report, December, 2014 (unaudited). Receive and place on file Items 23, 24, 25, 26, 27 & 28.
- 24. Human Resources Budget Status Financial Report, February, 2015. See action at Item 23 above.
- 25. Human Resources Activity Report for February and March, 2015. See action at Item 23 above.
- 26. Human Resources Departmental Opening Summary, March and April, 2015. See action at Item 23 above.
- 27. Human Resources Director's Report, March, 2015. See action at Item 23 above.
- 28. Human Resources Director's Report, April, 2015. See action at Item 23 above.
- 29. Dept. of Admin Resolution re: Requesting Approval for Brown County to Accept Donations Relating to the "Discover Brown County: Summer Passport 2015" Program. To approve. See Resolutions, Ordinances May County Board.
- 30. Dept. of Admin Budget Status Financial Report, January and February, 2015. Receive and place on file Items 30, 31 & 32.
- 31. Dept. of Admin 2015 Budget Adjustment Log. See action at Item 30 above.
- 32. Dept. of Admin Departmental Opening Summary, March and April, 2015. See action at *Item 30 above.*
- 33. Dept. of Admin Director's Report, March, 2015. Receive and place on file.
- 34. Dept. of Admin Director's Report, April, 2015. Receive and place on file.
- 35. Audit of bills. To pay the bills.

A motion was made by Supervisor Schadewald and seconded by Supervisor Nicholson "to adopt". Voice vote taken. Motion carried unanimously with no abstentions.

No. 9b -- REPORT OF EDUCATION AND RECREATION COMMITTEE OF MAY 7, 2015

TO THE MEMBERS OF THE BROWN COUNTY BOARD OF SUPERVISORS

Ladies and Gentlemen:

The **EDUCATION & RECREATION COMMITTEE** met in regular session on May 7, 2015 and recommends the following:

- Review Minutes of:
 - a. Library Board (March 19, 2015).
 - b. Neville Public Museum Governing Board (April 13, 2015). Receive and place on file.

- 2. Communication from Supervisor Robinson re: As part of the Class & Comp referral have each committee hold a discussion on the philosophy of how this comp plan would be implemented.
 - a. Resolution re: Brown County Classification Salary Range. Receive and place on file.
 - See Resolutions, Ordinances May County Board.
- 3. Communication from Chair Moynihan and Supervisors Sieber, Evans, Buckley, Campbell & Fewell re: Purchase and installation of a replacement scoreboard and ancillary equipment located at the Resch Centre. To approve the request for \$1,000,000 to take from the County Capital Projects Fund. See Resolutions, Ordinances May County Board.
- 4. Communication from Supervisor Zima re: Request that Human Resources Department provide each standing committee with statistical information as to what the county employee turnover rate is by department and the corresponding reason for turnover.

 Receive and place on file.
- 5. Museum Budget Status Financial Report, March, 2015. Receive and place on file.
- 6. Museum Discussion re: Museum Admission Fees. To defer Item #6 to budget.
- 7. Museum Director's Report. Receive and place on file.
- 8. Golf Course Budget Status Financial Report, March, 2015. Receive and place on file.
- 9. Golf Course Open Positions Report for April, 2015. Receive and place on file.
- 10. Golf Course Superintendent's Report. Receive and place on file.
- 11. Library Budget Status Financial Report, March, 2015. Receive and place on file.
- 12. Library Director's Report. Receive and place on file.
- 13. Parks Budget Status Financial Report, March, 2015. Receive and place on file.
- 14. Park Mgmt. Approval of the Memorandum of Understanding between the Parks and Friends of the Reforestation Camp Trails. <u>To approve.</u>
- 15. Park Mgmt. Request of fee waiver from Red River Rumble baseball group for use of Bay Shore Park ball field. <u>To approve.</u>
- 16. Park Mgmt. Request of fee waiver from Green Bay Trout Unlimited for use of Reforestation Camp Pines Shelter. <u>To approve.</u>
- 17. Park Mgmt. Request of fee waiver from the Stump Farm 100 race organizer for use of Reforestation Camp bike trails. To approve.
- 18. Park Mgmt. Resolution re: To approve acquisition of property within the Village of Howard to provide trail connectivity. <u>To approve.</u> See Resolutions, Ordinances May County Board.
- 19. Parks Departmental Openings Summary, April, 2015. Receive and place on file.
- 20. Park Mgmt. Field Staff Reports/Attendance Reports. Receive and place on file.
- 21. Park Mgmt. Assistant Director's Report. Receive and place on file.
- 22. NEW Zoo Budget Adjustment Request (15-35): Any increase in expenses with an offsetting increase in revenue. <u>To approve.</u>
- 23. NEW Zoo Departmental Openings Summary, April, 2015. Receive and place on file.
- 24. Zoo Director's Report. Receive and place on file.
- 25. Resch Centre/Arena/Shopko Hall Complex Attendance for the Brown County Veterans Memorial Complex, April, 2015. Receive and place on file.
- 26. Audit of bills. To pay the bills.

A motion was made by Supervisor Gruszynski and seconded by Supervisor Katers "to adopt". Voice vote taken. Motion carried unanimously with no abstentions.

No. 9c -- REPORT OF "SPECIAL" EDUCATION AND RECREATION COMMITTEE OF MAY 20, 2015

TO THE MEMBERS OF THE BROWN COUNTY BOARD OF SUPERVISORS

Ladies and Gentlemen:

The EDUCATION & RECREATION COMMITTEE met in special session on May 20, 2015 and recommends the following:

1. Library – Approval of the Southwest Library Expansion Plan. <u>To Approve</u>.

A motion was made by Supervisor Kaye and seconded by Supervisor Katers "to approve the Southwest Library Expansion Plan as proposed and refer to Purchasing to obtain bids."

A motion was made by Supervisor Kaye and seconded by Supervisor Zima "to adopt". Voice vote taken. Motion carried unanimously with no abstentions.

No. 9d -- REPORT OF EXECUTIVE COMMITTEE OF MAY 11, 2015

TO THE MEMBERS OF THE BROWN COUNTY BOARD OF SUPERVISORS

Ladies and Gentlemen:

The **EXECUTIVE COMMITTEE** met in regular session on May 11, 2015 and recommends the following motions:

- 1. Vacant Budgeted Positions Administration Finance Manager Vacated 4/9/15.
- Vacant Budgeted Positions Corporation Counsel Administrative Secretary Vacated – 4/8/15.
- 3. Vacant Budgeted Positions Health Public Health Nurse (x2) (.68 FTE and .32 FTE) Vacated 5/29/15, 5/4/15.
- 4. Vacant Budgeted Positions Human Services Economic Support Specialist Vacated 5/11/15.
- 5. Vacant Budgeted Positions Human Services (CTC) Nurse Educator Vacated 4/16/15.
- 6. Vacant Budgeted Positions Human Services (CTC) Switchboard Operator/Receptionist (.2 FTE) Vacated 4/14/15.
- 7. Vacant Budgeted Positions Human Services Welfare Fraud Investigator Aide Vacated 4/10/15.
- 8. Vacant Budgeted Positions Public Works (Facility Management) Facility Worker (.5 FTE) Vacated 4/29/15.
- 9. Vacant Budgeted Positions Public Works (Facility Management) Housekeeper (x2) (1.0 FTE and .5 FTE) Vacated 5/15/15 (both positions).
- 10. Vacant Budgeted Positions Public Works (Highway) Highway Crew Vacated 1/28/15.
- 11. Vacant Budgeted Positions Register of Deeds Clerk/Typist II Vacated 5/8/15.
- 11a. Vacant Budgeted Positions Community Treatment Center Behavioral Health Supervisor Vacated 4/29/15.

- i. To suspend the rules and take Items 1 11a together. Carried 6 to 1.
- ii. To approve Items 1 11a. Carried 6 to 1.
- 12. Communication from Supervisor Sieber re: At least one in ten appointees to county committees should be from a minority community; *referred from April County Board.* Receive and place on file.
- 13. Communication from Supervisor Robinson re: As part of the Class & Comp referral have each committee hold a discussion on the philosophy of how this comp plan would be implemented; *referred from April County Board*. Receive and place on file.
 - a) Resolution re: Brown County Classification Salary Range; referred from April County Board. To approve. See Resolutions, Ordinances May County Board.
- 14. Communication from Supervisor Zima re: Request that Human Resources Department provide each standing committee statistical information as to what the county employee turnover rate is by department and the corresponding reason for turnover; *referred from April County Board.* Receive and place on file.
- 15. Review and Possible Action on Legal Bills to be paid. <u>To pay.</u>
- 16. Treasurer Review and approval of high bids for tax deed properties.
 - i. To approve Parcel 5-893 and Parcel 8 227.
 - ii. To refer 6H-1168-4-4 to Corporation Counsel for their next meeting.
 - iii. To deny Parcel 2-437 and send to Corporation Counsel to obtain a report in 30 days.
 - iv. That all future no-minimum bid auctions be established at a starting bid of \$100.
- 17. County Executive Report. No report; no action.
- 18. Internal Auditor Report.
 - a. Board of Supervisors & Veterans' Recognition Subcommittee Budget Status Reports: March 2015. To approve.
 - b. Monthly Status Update: April 1 April 30, 2015. Receive and place on file.
 - c. Update: Brown County Professional Services Standard Contract (Auditing Services)
 One (1) Year Extension (Audit Year 2015). To approve.
 - d. Proposed 2015 Audit Plan Change At the request of the Brown County Clerk of Courts, assist the department in the review of related revenue and expense accounts. <u>To approve</u>.
- 19. Human Resources Report. *No report; no action.*
- 20. Resolution re: Change in Table of Organization for the Administration Department Senior Buyer. <u>To approve.</u> See Resolutions, Ordinances May County Board.
- 21. Resolution re: Change in Table of Organization for U.W. Extension Workforce Development Agriculture Student Intern. <u>To approve</u>. See Resolutions, Ordinances May County Board.
- 22. Resolution re: Change in Table of Organization for U.W. Extension Community Garden Coordinator. <u>To approve</u>. See Resolutions, Ordinances May County Board.
- 23. Resolution re: Authority to Execute a 2015 Labor Agreement with the Brown County Human Services Professional Employees Association. <u>To approve</u>. See Resolutions, Ordinances May County Board.
- 24. Medical Examiner Discussion and possible action with regard to HIPAA Privacy Rules as relates to Medical Examiner's Office; *referred from May Public Safety*. Receive and place on file.
- 25. Open Session: Discussion and possible action regarding consideration of personnel issues and investigation of problems which have arisen in the Medical Examiner's Department. Receive and place on file.

- 26. Closed Session: Notice is hereby given that the above governmental body will adjourn into closed session for discussion and possible action regarding consideration of personnel issues and investigation of problems which have arisen in the Medical Examiner's Department pursuant to Wis. Stat. §19.85(1)(f) which authorizes a closed session to consider financial, medical, social or personal histories or disciplinary data of specific persons, preliminary consideration of specific personnel problems or the investigation of charges against specific persons...which, if discussed in public, would be likely to have a substantial adverse effect upon the reputation of any person referred to in such histories, or data, or involved in such problems or investigations. To enter into closed session.
- 27. Reconvene in Open session: Discussion and possible action regarding consideration of personnel issues and investigation of problems which have arisen in the Medical Examiner's Department.
 - i. To return to regular order of business.
 - ii. That the County Board at their May 20, 2015 board meeting convene in closed session as described in the notice of Item 26 of the Executive Committee agenda.

A motion was made by Vice Chair Lund and seconded by Supervisor Nicholson "to adopt". Voice vote taken. Motion carried unanimously with no abstentions.

No. 9e -- REPORT OF "SPECIAL" EXECUTIVE COMMITTEE REPORT OF MAY 20, 2015

TO THE MEMBERS OF THE BROWN COUNTY BOARD OF SUPERVISORS

Ladies and Gentlemen:

The **Executive Committee** met in special session on May 20, 2015 and recommends the following motions.

1. Resolution Authorizing the Issuance and Sale of \$[7,565,000] General Obligation Corporate Purpose Bonds, Series 2015A. <u>To Approve</u>. See Resolutions, Ordinances – April County Board.

A motion was made by Supervisor Erickson and seconded by Supervisor Moynihan to approve Piper Jaffray @ 2.36%.

1a. Review and approval or rejection of high auction bid on Parcel 6H-1168-4-4 from May 11, 2015 Executive Committee meeting. Bidder 54693 – Richard Nelson, \$91,000. To approve.

A motion was made Supervisor Buckley and seconded by Supervisor Erickson to approve bid of \$91,000.

A motion was made by Supervisor De Wane and seconded by Supervisor Nicholson "to adopt". Voice vote taken. Motion carried unanimously with no abstentions.

No. 9f-- REPORT OF HUMAN SERVICES COMMITTEE OF APRIL 22, 2015

TO THE MEMBERS OF THE BROWN COUNTY BOARD OF SUPERVISORS

Ladies and Gentlemen:

The **HUMAN SERVICES COMMITTEE** met in regular session on April 22, 2015 and recommends the following motions:

- 1. Review Minutes of:
 - a) Aging & Disability Resource Center Board Meeting (February 26, 2015).
 - b) Community Options Program Planning Committee (March 23, 2015).
 - c) Human Services Board (April 9, 2015).
 - d) Veterans Recognition Subcommittee (March 17, 2015).
 - i. To suspend the rules and take Items 1 a d together.
 - ii. Receive and place on file Items 1 a d.
- 2. Communication from Supervisor Robinson re: That the new County Human Services Director and the Human Services Department staff put together a report to be presented at the August Human Services Committee, with monthly updates to the Committee that examines: CTC/In –patient Mental Health & AODA County Services; community Mental Health and AODA County Services; Mental Health and AODA services offered by the community in general with which the County has a partnership. Standing item. To put on next month's agenda.
- 3. Communication from Supervisor Robinson re: As part of the Class & Comp referral have each committee hold a discussion on the philosophy of how this comp plan would be implemented; *referred from April*, 2015 County Board. See action at Item 5 below.
- 4. Communication from Supervisor Zima re: Request that Human Resources Department provide each standing committee statistical information as to what the county employee turnover rate is by department and the corresponding reason for turnover; *referred from April, 2015 County Board. See action at Item 5 below.*
- 5. Resolution re: Brown County Classification Salary Range; referred from April, 2015 County Board. Receive and place on file Items 3, 4 & 5. See Resolutions, Ordinances May County Board.
- 6. Health Dept Update re: Sanimax. Receive and place on file.
- 7. Human Services Dept Resolution re: Helping families move from homelessness to self-sufficiency. Standing Item until such time that there is action to be taken. No action taken.
- 8. Human Services Dept Budget Adjustment Request (15-20): Any increase in expenses with an offsetting increase in revenue. To approve.
- 9. Human Services Dept Budget Adjustment Request (15-21): Any increase in expenses with an offsetting increase in revenue. <u>To approve</u>.
- 10. Human Services Dept Executive Director's Report. Receive and place on file.
- 11. Human Services Dept Summary of Services provided by the Brown County Community Treatment Center Outpatient Clinic. Receive and place on file.
- 12. Human Services Dept Financial Report for Community Treatment Center and Community Programs. Receive and place on file.
- 13. Human Services Dept Statistical Reports.
 - a. Monthly CTC Data Bay Haven Crisis Diversion/Nicolet Psychiatric Hospital.
 - b. Monthly Inpatient Data Bellin Psychiatric Center.
 - c. Child Protection Child Abuse/Neglect Report.
 - d. Monthly Contract Update.
 - i. To take Items 13 a-d together.
 - ii. Receive and place on file Items 13 a-d.
- 14. Human Services Dept Request for New Non-Continuous Vendor. <u>To approve</u>.
- Human Services Dept Request for New Vendor Contract. To approve.

16. Audit of bills. To pay the bills.

A motion was made by Supervisor Hoyer and seconded by Supervisor Nicholson "to adopt". Voice vote taken. Motion carried unanimously with no abstentions.

No. 9g -- REPORT OF PLANNING, DEVELOPMENT, AND TRANSPORTATION COMMITTEE OF APRIL 27, 2015

TO THE MEMBERS OF THE BROWN COUNTY BOARD OF SUPERVISORS

Ladies and Gentlemen:

The **PLANNING**, **DEVELOPMENT & TRANSPORTATION COMMITTEE** met in regular session on April 27, 2015 and recommends the following motions.

- 1. Review minutes of: None.
- 2. Communication from Supervisor Robinson re: As part of the Class & Comp referral have each committee hold a discussion on the philosophy of how this comp plan would be implemented; *referred from April County Board*. Receive and place on file.
- 2a. Resolution re: Brown County Classification Salary Range; referred from April County Board. To approve for the purpose of sending forward to the Executive Committee noting a possible change in the 6th "Whereas ... as an initial step to "pay" market rate", which may be "to determine" market rate. See Resolutions, Ordinances May County Board.
- 3. Communication from Supervisor Zima re: Request that Human Services Department provide each standing committee statistical information as to what the county employee turnover rate is by department and the corresponding reason for turnover; *referred from April County Board.* Receive and place on file.
- 4. UW Extension Budget Status Financial Report, February and March, 2015. <u>Receive and place on file.</u>
- 5. UW Extension Departmental Opening Summary. Receive and place on file.
- 6. UW Extension Budget Adjustment Request (15-28): Any increase in expenses with an offsetting increase in revenue. <u>To approve</u>.
- 7. UW Extension Budget Adjustment Request (15-29): Any increase in expenses with an offsetting increase in revenue. <u>To approve</u>.
- 8. UW Extension Resolution re: Change in Table of Organization for U.W. Extension Workforce Development Agriculture Student Intern. <u>To approve</u>. See Resolutions, Ordinances May County Board.
- 9. UW Extension Resolution re: Change in Table of Organization for U.W. Extension Community Garden Coordinator. <u>To approve</u>. See Resolutions, Ordinances May County Board.
- 10. UW Extension Director's Report. Receive and place on file.
- 11. Planning Commission Budget Status Financial Report, January and February, 2015. Receive and place on file.
- 12. Planning Commission Update re: Northeastern Wisconsin Region Community Development Block Grant (CDBG) Housing Program. Receive and place on file.
- 13. Planning Commission Update re: Development of the Brown County Farm property standing I item. Receive and place on file.
- 14. Property Listing Budget Status Financial Report, January and February, 2015. <u>Receive and place on file</u>.

- 15. Zoning Budget Status Financial Report, January and February, 2015. Receive and place on file.
- 16. Port & Resource Recovery Port Budget Status Financial Report, March, 2015. <u>Receive</u> and place on file.
- 17. Port & Resource Recovery -- Resource Recovery Budget Status Financial Report, March, 2015. Receive and place on file.
- 18. Port & Resource Recovery Director's Report. Receive and place on file.
- 19. Register of Deeds Budget Status Financial Report, December, 2014 (unaudited), February and March, 2015. Receive and place on file.
- 20. Register of Deeds Departmental Openings Summary. Receive and place on file.
- 21. Register of Deeds Annual Report. Receive and place on file.
- 22. Airport Budget Status Financial Report, March, 2015. Receive and place on file.
- 23. Airport Departmental Openings Summary. Receive and place on file.
- 24. Airport Director's Report. Receive and place on file.
- 25. Public Works Summary of Operations. Receive and place on file.
- 26. Public Works Director's Report. Receive and place on file.
- 27. Audit of bills. To audit the bills.

A motion was made by Supervisor Erickson and seconded by Supervisor Dantinne "to adopt". Voice vote taken. Motion carried unanimously with no abstentions.

No. 9h-- REPORT OF LAND CONSERVATION SUBCOMMITTEE OF APRIL 27, 2015

TO THE MEMBERS OF THE BROWN COUNTY BOARD OF SUPERVISORS

Ladies and Gentlemen:

The **LAND CONSERVATION SUB COMMITTEE** met in regular session on April 27, 2015 and recommends the following motions.

- 1. Communication from Supervisor Robinson re: As part of the Class & Comp referral have each committee hold a discussion on the philosophy of how this comp plan would be implemented; *referred from April County Board*. Receive and place on file.
- 1a. Resolution re: Brown County Classification Salary Range; referred from April County Board. To approve for the purpose of sending forward to the Executive Committee noting a possible change in the 6th "Whereas ... as an initial step to 'pay' market rate", which may be "to 'determine market rate". See Resolutions, Ordinances May County Board.
- 2. Communication from Supervisor Zima re: Request that Human Resources Department provide each standing committee statistical information as to what the county employee turnover rate is by department and the corresponding reason for turnover; *referred from April County Board.*
 - i. That they receive from Department heads a status report on a monthly basis as to why people left and quarterly from staff for the overall county.
 - ii. To add "may require a closed session" to the motion.
- 3. Budget Status Financial Report, March, 2015. Receive and place on file.
- 4. Departmental Opening Summary, April, 2015. To approve.
- 5. Director's Report. Receive and place on file.

A motion was made by Supervisor Dantinne and seconded by Supervisor Sieber "to adopt". Voice vote taken. Motion carried unanimously with no abstentions.

No. 9i-- REPORT OF PUBLIC SAFETY COMMITTEE OF MAY 6, 2015

TO THE MEMBERS OF THE BROWN COUNTY BOARD OF SUPERVISORS

Ladies and Gentlemen:

The **PUBLIC SAFETY COMMITTEE** met in regular session on May 6, 2015 and recommends the following motions.

- 1. Review minutes of:
 - a. Criminal Justice Coordinating Board (February 26, 2015). Receive and place on file.
 - b. Local Emergency Planning Committee LEPC (March 10, 2015). Receive and place on file.
 - c. Public Safety Communications Advisory Board (July 23, 2014). Receive and place on file.
 - d. Traffic Safety Commission (January 15, 2015). Receive and place on file.
- 2. Communication from Supervisor Dantinne re: Have the Department review the \$.75 tax by phone company that used to go to county and now goes to state. This was for 911, police and fire departments. *Held for one month.* Receive and place on file.
- 3. Communication from Supervisor Erickson re: Create a resolution to send to our state representatives and the governor stating that Brown County doesn't support the idea of legal marijuana for the state; referred from April County Board. For Brown County to create a resolution to send to State representatives and the rest of the Counties stating that Brown County does not support the idea of legal marijuana in the State. See Resolutions, Ordinances May County Board.
- 4. Communication from Supervisor Evans re: To have the Medical Examiner appear before the Public Safety or Executive Committee to explain why private HIPPA information is being leaked from his office to the previous Medical Examiner; *referred from April County Board.* Refer to Executive Committee.
- 5. Communication from Supervisor Robinson re: As part of the Class & Comp referral have each committee hold a discussion on the philosophy of how this comp plan would be implemented; *referred from April County Board*.
 - a. Resolution re: Brown County Classification Salary Range; *referred from April County Board.* Receive and place on file.
- 6. Communication from Supervisor Zima re: Request that Human Resources Department provide each standing committee statistical information as to what the county employee turnover rate is by department and the corresponding reason for turnover; referred from April County Board. To refer to staff to come forward with a plan as to how to make exit interviews an integral part of a person's employment with Brown County and advise the County Board.
- 7. Public Safety Communications Director's Report. Receive and place on file.
- 8. Medical Examiner 2015 Medical Examiner Activity Spreadsheet. Receive and place on file.
- 9. Medical Examiner Budget Status Financial Report, April, 2015. Receive and place on file.

- 10. Clerk of Courts Budget Status Financial Report for March, 2015. Receive and place on file.
- 11. Clerk of Courts Standing Item per motion at April meeting—Request for representation from the Clerk of Courts and Courts to attend each meeting through the end of 2015 to provide monthly updates including various reports as requested by this Committee. To refer to the Clerk of Courts office to meet with Corporation Counsel and come back with a recommendation as to at what point GAL bills should be converted to a civil judgment.
- 12. Clerk of Courts Clerk of Court's Report. Receive and place on file.
- 13. Circuit Courts, Commissioners, Probate Budget Status Financial Reports for January, February and March, 2015. Receive and place on file.
- 14. District Attorney Departmental Openings Summary for March, 2015. *Held until the May meeting*. Receive and place on file.
- 15. District Attorney District Attorney's Report. Receive and place on file.
- 16. Sheriff Budget Status Financial Report for March, 2015. Receive and place on file.
- 17. Sheriff Key Factor Report thru March, 2015. Receive and place on file.
- 18. Sheriff Jail Average Daily Population by Month and Type for the Calendar Year, 2015. Receive and place on file.
- 19. Sheriff Update from Engineer Doug Marsh re: building construction to Sheriff's Department. Receive and place on file.
- 20. Sheriff Update re: Jail Staff Protective Status. *Motion at April Meeting: To hold for one month and send this to the Director of Administration and Corporation Counsel to draft a resolution that will be handled at a special meeting the week of April 6, 2015.* Receive and place on file.
- 21. Sheriff Sheriff's Report. Receive and place on file.
- 22. Open Session: Discussion and possible action regarding personnel issues which have arisen in the Sheriff's Department regarding a specific employee:
 - a. <u>Closed Session:</u> Notice is hereby given that the above governmental body will adjourn into closed session on the above Item Number 12 pursuant to Wis. Stat. §19.85(1)(f) which authorizes a closed session to consider financial, medical, social or personal histories or disciplinary data of specific persons, preliminary consideration of specific personnel problems or the investigation of charges against specific persons...if discussed in public, would be likely to have a substantial adverse effect upon the reputation of any person referred to in such histories, or data, or involved in such problems or investigations.
 - i. To enter into closed session.
 - ii. To return to open session.
 - b. <u>Reconvene in Open Session:</u> Discussion and possible action regarding personnel issues which have arisen in the Human Services Department regarding a specific employee. *No action taken.*
- 23. Audit of bills. To audit the bills.

A motion was made by Supervisor Clancy and seconded by Supervisor Buckley "to adopt". Voice vote taken. Motion carried unanimously with no abstentions.

No. 10 -- Resolutions, Ordinances:

Budget Adjustments Requiring County Board Approval.

No. 10a -- RESOLUTION APPROVING BUDGET ADJUSTMENTS TO VARIOUS DEPARTMENT BUDGETS

TO THE HONORABLE CHAIRMAN AND MEMBERS OF THE BROWN COUNTY BOARD OF SUPERVISORS

Ladies and Gentlemen:

WHEREAS, within the past 30 days departments have submitted the following adjustments to their departmental budgets that, per Wisconsin State Statutes, require approval by a 2/3 vote of the full County Board:

15-20	
Human	
Srvces	

Family Care will begin on July 1, 2015 after a delay of 4 months. This budget adjustment is necessary to have the waiver programs operate an additional 4 months in 2015. Total purchased services \$16,970,233; total revenue \$17,993,857; and a total salary of \$1,023,624.

Amount: \$17,993,857

15-21 Human Srvces

Budget adjustment for the 2015 TAD Grant awarded in 2015. This grant was not known at the time budgeting was done for 2015. The grant totals \$205,981 for reimbursable expenses and match expenses combined. The Judges' and DA's time will be considered match expenses for the grant.

Amount: \$133,897

15-28 UWExt

UW Ext/Brown County's Community Garden program has been awarded a federal grant to be passed through UW Extension East Metro Region. UW Extension has an opportunity to expand its land base for Community Gardens due to a donation of land owned by Encompass Early Education and Care Inc. This property is located in the Imperial Lane neighborhood which is a diverse low income area on Green Bay's east side. The community garden will strengthen community bonds, while also increasing area health. It will further empower participants through mentorship opportunities, once-aweek open community garden nights, and educational offerings. The program also plans to hold a summer gardening program for neighborhood youth, to encourage healthy lifelong habits.

15-29 UWExt

UW Ext/Brown County's Agriculture program has been awarded a federal grant to be passed through UW Extension East Metro Region for Agriculture literacy and Workforce Development: Exploring Careers in Agriculture. This project centers on agricultural literacy with an emphasis on workforce development. A student intern will be hired to explore agricultural careers, gain agricultural career experience, and create resource tools including a career resource booklet, road maps to help individuals along the path to their desired career, and a website to post resources and videos.

Amount: \$7,350

15-31 PSafety

This request is to increase overtime and fringe benefits to reflect participation in a multi-jurisdictional OWI grant from the Wis. DOT BOTS Office. This grant is administered by the Green Bay Police Dept and runs through Sept 2015. Increased expenses are offset by grant revenue. This is an annual grant program that has been provided to the City and other jurisdictions in prior years. However, it was not included in the 2015 budget because the amount had not been determined when the budget was created. This adjustment is for only the calendar year 2015 portion – estimated to be \$23,000.

Amount: \$23,000

15-32 This request is to increase overtime and fringe benefits to reflect participation in a Wis DOT BOTS Alcohol enforcement grant. This grant runs June 1 – August 31, 2015 only. **PSafety** Increased expenses are offset by grant revenue. This grant was not included in the 2015 budget because it had not been determined if it would be funded until recently. Amount: \$19,850 15-33 This budget adjustment increases revenues and expenses for participation in a 2015 training grant passed through the Wisconsin Emergency Management for NTOA SWAT **PSafety** Team Leader Development. The grant funds the cost of attending a national conference. There is no match requirement and no cost to the County. Amount: \$1,500 15-35 The new Adventure Center building will be complete June 1, 2015 and we would like the Ed&Rec ability to sell water, soda and other sports drinks out of the building, as well as prepackaged foods. This will require an increase of \$1,000 in vending expenses to purchase the products with an anticipated increase of \$1,000 in vending revenue. Amount: \$1,000 and, WHEREAS, these budget adjustments are necessary to ensure activities are appropriated and accounted for properly. NOW, THEREFORE, BE IT RESOLVED, that the Brown County Board of Supervisors hereby approves the above listed budget adjustments. Fiscal Note: The fiscal impact is as described in each individual budget adjustment listed above. Respectfully submitted, **EDUCATION & RECREATION** COMMITTEE

Authored by Administration Approved as to form by Corporation Counsel

A motion was made by Supervisor Sieber and seconded by Supervisor Nicholson "to adopt". Voice vote taken. Motion carried unanimously with no abstentions.

HUMAN SERVICES COMMITTEE PLANNING, DEVELOPMENT &

PUBLIC SAFETY COMMITTEE

TRANSPORTATION COMMITTEE

Approved by: \s\ Troy Streckenbach, County Executive Date: 05/26/2015

ATTACHMENTS TO RESOLUTION #10a ON THE FOLLOWING PAGES

2015 BUDGET ADJUSTMENT REQUEST 15-20 Category Approval Level 1 Reallocation from one account to another in the same level of appropriation Dept Head 2 Reallocation due to a technical correction that could include: Director of Admin · Reallocation to another account strictly for tracking or accounting purposes · Allocation of budgeted prior year grant not completed in the prior year 3 Any change in any item within the Outlay account which does not require the County Exec reallocation of funds from another level of appropriation 4 Any change in appropriation from an official action taken by the County Board County Exec (i.e. resolution, ordinance change, etc.) Reallocation of <u>up to 10%</u> of the originally appropriated funds Admin Committee □ 5 between any levels of appropriation (based on lesser of originally appropriated amounts) b) 5 b) Reallocation of more than 10% of the funds original appropriated between any Oversight Comm 2/3 County Board of the levels of appropriation. Oversight Comm 6 Reallocation between two or more departments, regardless of amount 2/3 County Board 7 Any Increase in expenses with an offsetting increase in revenue Oversight Comm 2/3 County Board -Oversight Comm 8 Any allocation from a department's fund balance 2/3 County Board Oversight Comm g Any allocation from the County's General Fund Admin Committee 2/3 County Board Justification for Budget Change: Jeremy Kral instructed us to do the budget assuming a March 1, 2015 start date for Family Care. Family Care has been delayed for 4 months. It will begin on July 1, 2015. These adjustments are necessary in order to have the waiver programs operate another 4 months in 2015 Total purchased services \$16,970,233, total revenue \$17,993,857, and total salary \$1,023,624. Amount Ttl: 17,993,857 Accounts listed on following pgs 2 & 3 Account Title Amount Account # Increase Decrease 319603.50 Purchased Services Community 201,076,160,162,7000,COP ⊠ Options Program Purchased Services Elderly Levy 1068.00 \boxtimes 201.076.160.162.7000.ELD 184596.00 Purchased Services CIP II-X 201.076.160.162.7000.NHR Nursing Home Relocation Purchased Services CIP II State 2372280.00 201,076,160,162,7000,CIPII \boxtimes Match **AUTHORIZATIONS**

Department: Date:

3-19-1

2015 Budget Adjustment Request – Human Services, Family Care Page 2 of 3: List of Accounts

\boxtimes	\Box	201.076 160.162,7000,COPMA	Purchased Services COP-Waiver	1306768.00
×	d	201.076.160.162.7000.CIPIIDIV	Purchased Services CIP II Diversion State Match	328924.00
\boxtimes		201.075.160.162.7000.CIPIIFCT	Purchased Services COP-W/CIPII Family Care Transfer	2472.00
\boxtimes	П	201,075,160,152,7000,CIPIIMFP	Purchased Services CIP II-MFP	49444.00
×	n	201.076.160.162.7000,PHY	Purchased Services PHY.DIS Levy	13184.00
\boxtimes	\Box	201,076 160.163.7000.CIP1A	Purchased Services CIP1A-State Malch	1408412.00
\boxtimes		201.076 160.163.7000,CIP1B	Purchased Services CIP18 Regular- State Match	5752196.00
\boxtimes		201.076 160.163.7000.CIPIBFCT	Purchased Services CIP18 Family Care Transfer	123384.00
\boxtimes		201.076 160.163.7000.1BICFMR	Purchased Services CIP1B ICFMR Relocation State Match	3032084.00
\boxtimes		201.076.160,163.7000.CIP1BTR	Purchased Services CIP18 Transportation Match	2944 00
\boxtimes		201.076.160.163.7000.CIP1BCOP	Purchased Services CIP1B COP Match	64388.00
\boxtimes		201.076.160.163.7000.CIPIBIMD	Purchased Services CIP18 IMD Match	20916.00
\boxtimes		201 076 160,163,7000.DD	Purchased Services Developmentally Disabled	37046,00
\boxtimes		201.076.160.166,7000.PC	Purchased Services Personal Care	1950523 25
\boxtimes		201.076.160.162.4302.0338	State Grant and aid revenue COP-W GPR	626128.00
\boxtimes		201,076,160,162,4302,0339	State grant and aid revenue COP-W Federal	947112.00
\boxtimes		201,076,160.162.4302.0348	State grant and aid revenue CIPII GPR	1123212.00
\boxtimes		201.076, 160, 162 4302 0349	State grant and aid revenue CIPII Federal	1654668.00
\boxtimes		201.076.160,162.4302.0367	State Grant and aid revenue COP	294744.00
\boxtimes	\Box	201.076.160.162 4302.0369	State grant and aid revenue CRI GPR	98144.00
\boxtimes		201.076.160.162.4302.0370	State grant and aid revenue CRI federal	141932.00
\boxtimes		201.076,160,162,4302,0375	State grant and aid revenue CIPII Diversion GPR	168464.00
\boxtimes		201.076.160 162 4302.0376	State Grant and aid revenue CIPII Diversion Federal	243532.00
\boxtimes		201,076,160,162,4302,0392	State grant and aid revenue COP- W/CIPII Fam Care Trans GPR	1276.00
\boxtimes		201,076.160.162.4302.0393	State grant and aid revenue COP- W/CIPII Fam Care Trans federal	1848,00
\boxtimes		201.076 160.162.4302.0478	State grant and aid revenue CIPII MFP nonFed	12992.00
\boxtimes		201.076.160.162.4302.0479	State Grant and aid revenue CIPII MFP Federal	51964,00
\boxtimes		201.076 160.162.4700.02518	Intergovt charges MA case management-Soc Services	658.00
		201,076.160.163.4302,0407	State grant and ald revenue CIP1B ICFMR GPR	1309772.00

2015 Budget Adjustment Request - Human Services, Family Care Page 3 of 3: List of Accounts

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\boxtimes		201.076.160.163 4302,0408	State grant and aid revenue CIP1B ICFMR Fed	2025732,00
\boxtimes		201.076.160.163 4302.0410	State Grant and aid revenue CIP1B FC Transition GPR	57304.00
\boxtimes		201.076.160.162.4700 02519	Intergovt charges COP case manage for MA elig clients	668 00
\boxtimes		201,076 160.163 4302 0411	State grant and aid revenue CIP18 FC Transition Fed	82872 00
\boxtimes		201.076.160.163.4302.0563	State grant and aid revenue CIP1B Federal	4457488.50
\boxtimes		201.075 160.163.4302.0564	State Grant and aid revenue CIP1B GPR	943420 50
\boxtimes		201.076.160.162.4700.02520	Intergovt charges COP case manage for MA elig clients	1332 00
\boxtimes		201.075 160.163.4302.0580	State grant and aid revenue CIP1A GPR	623547.00
\boxtimes		201.076.160.163.4302.0581	State grant and aid revenue CIP1A Federal	1028956 50
\boxtimes		201.076.160.166.4700 02521	Intergovt charges Personal care assessments	2095980 00
\boxtimes		201.076.160.162.5100 998	Regular Earnings budget only	350913.75
\boxtimes		201.076.160.162.5198	Fringe benefits budget only	123915.00
	$\overline{\Box}$	201.076.160.163.5100.998	Regular earnings budget only	343130 00
\boxtimes	П	201.076.160.163.5198	Fringe benefits budget only	138600.00
\boxtimes		201 076.160.166 5100.998	Regular Earnings budget only	54745 00
\boxtimes		201,076,160,166 5198	Fringe benefits budget only	12320 00

		2015 BUDGET ADJUS	TMENT REQUEST	16-21
Catego	ory			Approval Level
П1	Reallocation from	one account to another in the same	level of appropriation	Dept Head
□2	 Reallocation 	to a technical correction that could to another account strictly for track budgeted prior year grant not com	king or accounting purposes	Director of Admin
□3		y item within the Outlay account w ds from another level of appropria		County Exec
□4	Any change in ap (i.e. resolution, or	propriation from an official action to dinance change, etc.)	aken by the County Board	County Exec
□ 5	a) Reallocation of levels of appro	of up to 10% of the originally appro opriation (based on lesser of origin	priated funds between any ally appropriated amounts)	Admin Committee
□ 5	b) Reallocation of the levels o	of more than 10% of the funds origif appropriation.	inal appropriated between any	Oversight Comm 2/3 County Board
□ 6	Reallocation betw	een two or more departments, reg	ardless of amount	Oversight Comm 2/3 County Board
⊠7	Any increase in e	xpenses with an offsetting increas	e in revenue	Oversight Comm 2/3 Gounty Board
□8	Any allocation fro	m a department's fund balance		Oversight Comm 2/3 County Board
□ 9	Any allocation fro	m the County's General Fund		Oversight Comm Admin Committee 2/3 County Board
	cation for Budge	And the state of t		
2015.	The grant totals \$3	ant awarded for 2015. This grant 205,981 for reimbursable expense red match expenses for the grant.	s and match expenses combined.	ing was done for The Judges and
,000,000			A	mount: \$133.897
Increas	se Decrease	Account #	Account Title	Amount
\boxtimes		201,076,170,175,4301,TADG	Federal Grant Revenue - TA Grant	ND \$133,897
\boxtimes		201.076.170.175.7000.Coun	Purchased Services, Counseling	70,655
Ø		201.075.170.175.5340.TADG	Travel - TAD Grant	3,245 bb ³
		201,076.170.175.5300.TADG	Supplies - TAD Grant	7,9,997
×	豆	201.076 170.175.7000.TADG	Purchased Services - TAD Gra	50,000
1),	(A)	AUTHORIZ	ATIONS	M
-1-4		IN QVO	Storfalure of OCA	of Executive
Depakt	ment Hilm/	n Senace s.	Date: 7	11/15
1	Date: 3 2	7-15	/	1
	A STORY OF THE PARTY OF THE PAR			

15-28 BUDGET ADJUSTMENT REQUEST Approval Level Category Dept Head 1 Reallocation from one account to another in the same level of appropriation 2 Reallocation due to a technical correction that could include: Director of Admin Reallocation to another account strictly for tracking or accounting purposes · Allocation of budgeted prior year grant not completed in the prior year 3 Any change in any item within the Outlay account which does not require the County Exec reallocation of funds from another level of appropriation 4 Any change in appropriation from an official action taken by the County Board County Exec (i.e. resolution, ordinance change, etc.) 5 a) Reallocation of up to 10% of the originally appropriated funds between any Admin Committee levels of appropriation (based on lesser of originally appropriated amounts) 5 b) Reallocation of more than 10% of the funds original appropriated between any Oversight Comm 2/3 County Board of the levels of appropriation. 6 Reallocation between two or more departments, regardless of amount Oversight Comm 2/3 County Board Oversight Comm. ☑ 7 Any increase in expenses with an offsetting increase in revenue. 2/3 County Board 8 Any allocation from a department's fund balance Oversight Comm 2/3 County Board Oversight Comm 9 Any allocation from the County's General Fund Admin Committee 2/3 County Board Justification for Budget Change: UW Extension Brown County's Community Garden program has been awarded a federal grant to be passed through UW Extension East Metro Region. UW Extension has an opportunity to expand its land base for Community Gardens due to a donation of land owned by Encompass Early Education and Care Inc. This property is located in the Imperial Lane neighborhood which is a diverse low income area on Green Bay's east side. The community garden will strengthen community bonds, while also increasing area health. It will further empower participants through mentorship opportunities, once-a-week open community garden nights, and educational offerings. The program also plans to hold a summer gardening program for neighborhood youth, to encourage healthy lifelong habits. \$6,360 Amount **Account Title** Increase Decrease Account # 4,650 Regular Earnings 100.083.001.5100 \boxtimes 1,710 Supplies \boxtimes 100.083.001.5300 6.360 Federal Grant Revenue Ø 100.083.001.4301 લઝ્યોનોદ AUTHORIZATIONS Department: UW Extension Date: 4/13/2015

Revised 4/1/14

BUDGET ADJUSTMENT REQUEST

15-29

Category				Approval Level
☐1 Re	allocation from	one account to another in the s	ame level of appropriation	Dept Head
	 Reallocation 	to a technical correction that to another account strictly for budgeted prior year grant not	tracking or accounting purposes	Director of Admin
□3 An rea	y change in an illocation of fun	y item within the Outlay accou ds from another level of appro	int which does not require the opriation	County Exec
		propriation from an official act dinance change, etc.)	ion taken by the County Board	County Exec
□5 a)	Reallocation of levels of appro	of <u>up to 10%</u> of the originally a opriation (based on lesser of o	ppropriated funds between any originally appropriated amounts)	Admin Committee
□5 b)	Reallocation of the levels of	of more than 10% of the funds of appropriation.	original appropriated between any	Oversight Comm 2/3 County Board
□6 Re	aliocation betw	een two or more departments	s, regardless of amount	Oversight Comm 2/3 County Board
⊠7 An	y increase in e	xpenses with an offsetting inc	rease in revenue	Oversight Comm 2/3 County Board
□8 An	Any allocation from a department's fund		ne .	Oversight Comm 2/3 County Board
□ 9 An	y allocation fro	m the County's General Fund		Oversight Comm Admln Committee 2/3 County Board
UW Extens East Metro centers on	Region for Agri agricultural literal coreers, cain ag	nty's Agriculture program has be iculture Literacy and Workforce acy with an emphasis on workfor pricultural career experience, and	ten awarded a federal grant to be passed to Development: Exploring Careers in Agri ree development. A student intern will it I create resource tools including a career to er, and a website to post resources and vi	be hired to explore resource booklet, road
Increase	Decrease	Account #	Account Title	Amount
\boxtimes		100.083.001.5100	Regular Earnings	5,000
		100.083.001.5340	Travel	350
\boxtimes		100.083.001.5601.400	Intra-County Copy Center	1,700
\boxtimes		100.083.001.5700	Contracted Services	300
\boxtimes		100.083.001.4301	Federal Grant Revenue	7,350
		AUTHO	ORIZATIONS (14
	Quank	nuden	July	
	Signation of theps		Date: ATI	7/15
Departme	nt UW Extens	sion	Date.	110
	te: 4/13/2015			

Revised 4/1/14

		BUDGET ADJUS	STMENT REQUEST	15-31
Categ	ory			Approval Level
□1	Reallocation from o	one account to another in the s	ame level of appropriation	Dept Head
□ 2	 Reallocation 	to a technical correction that to another account strictly for budgeted prior year grant not	tracking or accounting purposes	Director of Admin
] 3		item within the Outlay accouds from another level of appro	ont which does not require the oppriation	County Exec
⊒4		propriation from an official act dinance change, etc.)	ion taken by the County Board	County Exec
] 5			appropriated funds between any originally appropriated amounts)	Admin Committee
□ 5		f more than 10% of the funds appropriation.	original appropriated between any	Oversight Comm 2/3 County Board
□ 6	Reallocation between	een two or more departments	s, regardless of amount	Oversight Comm 2/3 County Board
⊠ 7	Any increase in ex	penses with an offsetting inc	rease in revenue	Oversight Comm 2/3 County Board '
8 🗆	Any allocation from	n a department's fund balanc	ee	Oversight Comm 2/3 County Board
9	Any allocation from	n the County's General Fund		Oversight Comm Admin Committee 2/3 County Board
ustifi	cation for Budget	Change:		
om th	e Wis. DOT BOTS	e overtime and fringe benefit: Office. This grant is adminis penses are offset by grant re	s to reflect participation in a multi-juris stered by the Green Bay Police Dept. svenue.	dictional OWI grant and runs through
lowev vas cr	er, it was not include eated. This adjust	ded in the 2015 budget becau ment is for only the calendar	d to the City and other jurisdictions in use the amount had not been determing year 2015 portion — est, to be \$23,000 years of \$22,000. No text level offset	ined when the budget
icrea	se revenues \$25,00	or criset by increase in exper	nses of \$23,000. No tax levy effect.	
пстеа	se Decrease	Account #	Account Title	Amount
\boxtimes		100.074.070.4301	Federal grants	\$23,000
×		100.074.070.5103.000	Premium overtime	\$19,550
\boxtimes		100.074.070.5110.100	Fringe benefits - FICA	\$3,450
Ш	_ /	Λ		101
1	10 0/	// AUTHO	RIZATIONS	AUT
7	W_ W &	were	0 8	SNA
(4	Signature of Depart	ignant Highad	Signature 61 DO	or Executive
Depart	- 10.1	4	Date:	21/15
	Date: AHIMI	18		/

Basissed 47171.4

BUDGET ADJUSTMENT REQUEST

15-32

Categ	ory			Approval Level
□1	Reallocation from one	e account to another in the sa	ame level of appropriation	Dept Head
□ 2		could include: tracking or accounting purposes completed in the prior year	Director of Admin	
Пз		em within the Outlay accou from another level of appro	int which does not require the opriation	County Exec
□ 4	Any change in appro (i.e. resolution, ordin		ion taken by the County Board	County Exec
□ 5	Reallocation of Levels of appropri	p to 10% of the originally a lation (based on lesser of o	ppropriated funds between any originally appropriated amounts)	Admin Committee
□ 5	b) Reallocation of r of the levels of a		original appropriated between any	Oversight Comm- 2/3 County Board
□6	Reallocation between	n two or more departments	, regardless of amount	Oversight Comm 2/3 County Board
⊠ 7	Any increase in exp	enses with an offsetting inco	rease in revenue	Oversight Comm , 2/3 County Board
□ 8	Any allocation from	a department's fund balanc	e	Oversight Comm 2/3 County Board
□ 9	Any allocation from	the County's General Fund		Oversight Comm Admin Committee 2/3 County Board
Justif	ication for Budget C	hange:		
enford revenu funder	ement grant This gr ue. This grant was no d until recently.	rant runs June 1 - Aug 31, at included in the 2015 budg	s to reflect participation in a Wis. DOT 2015 only. Increased expenses are of get because it had not been determin nses of \$19,850. No tax levy effect.	offset by grant
Increa	ase Decrease	Account #	Account Title	Amount A
\boxtimes		100.074.070.4301	Federal grants	\$19,850
		100.074.070.5103.000	Premium overtime	\$16,870
		100.074.070.5110.100	Fringe benefits – FICA	\$2,980
7	Magneture of Departm	AUTHO	/ 11/10	or tracultive
Depar	torient: <u>SWERY</u> Date: <u>04/17/</u>	7,	Date:	1/15

Revised 4/1/14

BUDGET ADJUSTMENT REQUEST

15-33

	ROLA	Approval Level
1	Reallocation from one account to another in the same level of appropriation	Dept Head
□ 2	Reallocation due to a technical correction that could include: Reallocation to another account strictly for tracking or accounting purp Allocation of budgeted prior year grant not completed in the prior year	
] 3	Any change in any item within the Outlay account which does not require the reallocation of funds from another level of appropriation	ne County Exec
] 4	Any change in appropriation from an official action taken by the County Bos (i.e. resolution, ordinance change, etc.)	ard County Exec
5	 Reallocation of <u>up to 10%</u> of the originally appropriated funds between a levels of appropriation (based on lesser of originally appropriated amounts) 	
] 5	 Reallocation of more than 10% of the funds original appropriated between of the levels of appropriation. 	en any Oversight Comm 2/3 County Board
] 6	Reallocation between two or more departments, regardless of amount	Oversight Comm 2/3 County Board
☑ 7	Any increase in expenses with an offsetting increase in revenue	Oversight Comm , 2/3 County Board
3 8	Any allocation from a department's fund balance	Oversight Comm 2/3 County Board
] 9	Any allocation from the County's General Fund	Oversight Comm Admin Committee 2/3 County Board
he co	gh the Wisconsin Emergency Management for NTOA SWAT Team Leader D ost of attending a national conference. There is no match requirement and no ase in travel/training expenses \$1,500, offset by increase in grant revenues o	o cost to the county.
ncre	ase Decrease Account # Account Title	e Amount
X	100.074.074.5340 Travel and training	1,500
-	100.074,074,4301 Federal grants	1,500
) DIN	AUTHORIZATIONS	ff
A LILE	AUTHORIZATIONS Authorizations September 1999 Date: 4	nure of DOA's Executive

Revised 4/1/14

	BUDGET ADJUSTMENT REQUEST	12-92
Categ	ory	Approval Level
□ 1	Reallocation from one account to another in the same level of appropriation	Dept Head
□ 2	Reallocation due to a technical correction that could include: Reallocation to another account strictly for tracking or accounting purposes Allocation of budgeted prior year grant not completed in the prior year	Director of Admin
□ 3	Any change in any item within the Outlay account which does not require the reallocation of funds from another level of appropriation	County Exec
□4	Any change in appropriation from an official action taken by the County Board (i.e. resolution, ordinance change, etc.)	County Exec
□ 5	 Reallocation of <u>up to 10%</u> of the originally appropriated funds between any levels of appropriation (based on lesser of originally appropriated amounts) 	Admin Committee
□ 5	 Reallocation of more than 10% of the funds original appropriated between any of the levels of appropriation. 	Oversight Comm 2/3 County Board
□6	Reallocation between two or more departments, regardless of amount	Oversight Comm 2/3 County Board
⊠7	Any increase in expenses with an offsetting increase in revenue	Oversight Comm 2/3 County Board
8	Any allocation from a department's fund balance	Oversight Comm 2/3 County Board
□ 9	Any allocation from the County's General Fund	Oversight Comm Admin Committee 2/3 County Board
Justifi	cation for Budget Change:	
soda a \$1,000	w Adventure Center building will be complete June 1, 2015 and we would like the ab nd other sports drinks out of the building, as well as prepackaged foods. This will req- in vending expenses (643.057.001.5315) to purchase the products with an anticipate ing revenue (643.057.001.4601.004).	uire an increase of
Increa	se Decrease Account # Account Title	Amount
\boxtimes	643.057.001.5315 Vending Expenses	\$1,000
	643.057.001.4601.004 Vending Sales Revenue	\$1,000
H	H	11,000 St. 11/32/K
		44-
7	AUTHORIZATIONS	
Departi	Signature of Department Head Signature of Department Head Date: 4/2//5 Date: 4/2//5	ar Executive

Revised 4/1/14

No. 10b -- RESOLUTION SUPPORTING THE PROTECTIVE STATUS OF COUNTY CORRECTION OFFICERS FOR WRS PURPOSES

TO THE HONORABLE CHAIRMAN AND MEMBERS
OF THE BROWN COUNTY BOARD OF SUPERVISORS

Ladies and Gentlemen:

WHEREAS, the Brown County Board of Supervisors unanimously passed a resolution supporting a proposed change to Wisconsin Statutes Chapter 40, allowing counties to make the determination as to protective occupation status for their county jailers, detention officers and corrections officers, without finding them as active law enforcement and without granting them full bargaining rights under Wis. Stat. §111.70, keeping within the intent of the implementation of Act 10 on January 15, 2014; and,

WHEREAS, changing Wisconsin Statutes Chapter 40 would enable the Brown County Board to vote on allowing Correctional Officers Protective Status for the purposes of Wisconsin Retirement System ("WRS") so they can retire at age 52 versus 57; and,

WHEREAS, Senator Hansen and Assemblymen Bies introduced Senate Bill 663, and Assembly Bill 669 in the 2013-2014 Legislative session which would enable counties the opportunity to vote on allowing Correctional Officers Protected status; and,

WHEREAS, no committee hearing or committee vote was allowed on the proposal in the 2013-2014 Legislative session; and

WHEREAS, the new 2015-2016 Legislative Session has started and State Assemblyman Mark Born drafted a similar bill to SB663 and AB669; and

WHEREAS, the Brown County Board believes the intent of the original bill matches the wishes of the Brown County Board's resolution;

NOW, THEREFORE, BE IT RESOLVED, that the Brown County Board of Supervisors support the original 2013-2014 legislative version, and requests its Brown County Legislative Delegation and Author to do everything possible to bring the bill forward to the floor for a vote.

BE IT FURTHER RESOLVED, that the Brown County Board of Supervisors requests the Brown County Legislative delegation to draft and send a joint letter in support of the bill requesting their respective leadership to bring the proposed bill to the floor for a vote.

BE IT FURTHER RESOLVED, that the Brown County Board of Supervisors requests that the final version of the bill match the intent of this resolution.

BE IT FURTHER RESOLVED, that a copy of this Resolution be sent to Brown County's State Representatives, the Wisconsin Counties Association and the Sheriffs Association.

Respectfully submitted,

BROWN COUNTY BOARD OF SUPERVISORS

Approved as to form by Corporation Counsel.

Fiscal Impact: This resolution does not require an appropriation from the General Fund.

A motion was made by Supervisor Sieber and seconded by Supervisor Nicholson "to adopt". Voice vote taken. Motion carried unanimously with no abstentions.

Approved by: _____\s\ Troy Streckenbach, County Executive Date: 06/01/2015

No. 10c -- RESOLUTION REQUESTING APPROVAL FOR BROWN COUNTY TO ACCEPT DONATIONS RELATING TO THE "DISCOVER BROWN COUNTY: SUMMER PASSPORT 2015" PROGRAM

WHEREAS, during the months of June, July and August 2015, the Brown County Executive Office will be launching Discover Brown County: Summer Passport 2015, a program aimed at encouraging Brown County residents to get active this summer through utilization of the many resources that Brown County ("County") has to offer ("Program"); and

WHEREAS, Brown County residents who participate in said Program will be provided with free passports that are filled with a variety of activities offered to the public through the Brown County Golf Course, Brown County Library, Brown County Parks Department, Brown County UW-Extension Office, Neville Public Museum and the New Zoo, including its Adventure Park opening on May 18, 2015; and

WHEREAS, as participants of the Program complete the activities listed on their free passports, they will be given a passport stamp from the aforementioned location that correlates therewith, which will, in turn, qualify them for monthly prizes, an incentive designed to benefit the public by encouraging them to get out, get active and challenge their minds; and

WHEREAS, to get the word out in advance of the Program's launch date, the attached document was sent to local businesses throughout the County informing them of the same and providing them with an opportunity to further support the Program through monetary donations or advertising assistance; and

WHEREAS, in response thereto and in furtherance of the public benefit associated therewith, businesses have already begun sending monetary donations to the County, in support of the Program, gratuitously and absent any legal obligation to, or exchange of consideration for, the same ("Donations"); and

WHEREAS, these Donations, as well any additional Donations that may be submitted in regards hereto, will benefit the County; specifically, its residents because it will assist in encouraging awareness of and participation in the County's recreational resources, as well as benefit the public welfare by promoting exercise, learning and socialization throughout the community; and

WHEREAS, per Wis. Stat., § 59.52(19), the Brown County Board of Supervisors is authorized to accept donations, gifts or grants for any public governmental purpose within the powers of the County, and thus, has the authority to accept the pending Donations, as well as any Donations in support of the Program that are submitted subsequent hereto.

NOW, THEREFORE, BE IT RESOLVED, that the Brown County Board of Supervisors, in accordance with Wis. Stat., § 59.52, hereby authorizes the County to accept any and all Donations that are submitted in support of the Program, so long as used in furtherance of the public benefit associated therewith.

NOW, THEREFORE, BE IT FURTHER RESOLVED, that the Brown County Board of Supervisors, in accordance with Chapter 59 of the Wisconsin Statutes, authorizes the County Executive's Office or a capable delegate thereof, to accept said Donations on behalf of the County and to distribute them accordingly.

Respectfully submitted,

ADMINISTRATION COMMITTEE

Authored By: Corporation Counsel

Final Draft Approved as to form by Corporation Counsel

Fiscal Note: This resolution does not require an appropriation from the General Fund. This resolution allows the County to accept donations for the program.

A motion was made by Supervisor Schadewald and seconded by Supervisor Jamir "to adopt". Voice vote taken. Motion carried unanimously with no abstentions.

Approved by: _____\s\ Troy Streckenbach, County Executive Date: 05/26/2015

ATTACHMENTS TO RESOLUTION #10c ON THE FOLLOWING PAGES



During the months of June, July and August, Brown County will be launching Discover Brown County: Summer Passport 2015. The passports are free and filled with activities to inspire residents to get actively involved in county activities.

There are three activity categories; MOVE. LEARN and PLAY that correlate with different activities each month. As participants complete events on the activity checklist and collect their passport stamps at each location, they will have the apportunity to win monthly prizes. This summer event calendar is designed to encourage fun, challenge the mind and be active while enjoying all that Brown County has to offer.

Summer passports can be picked up at the following Brown County locations: Brown County Galf Caurse, Brown County Library, Brown County Parks, Brown County UW-Extension, Neville Public Museum, and the NEW Zoo and Adventure Park starting May 18th.

I would like to provide a monetary donation to Discover Brown County in the amount of \$250 \$500 \$1,000 \$1,500 \$2,000 Cannot provide a monetary donation at this time but would like to help spread the word about Discover Brown County through social media and advertising My donation will be provided by March 31* in person or by mail to: Attn: Ali Kettner 305 East Walnut Street, Suite 680 PO Box 23600 Green Bay, WI 54115 Your company may be used in media mentions, on Brown County's Facebook and Twitter along with the Brown County website. Your logo will also be printed in the Discover Brown County Passports. Please email this form along with a jpeg of your logo to Kettner_Am@co.brown.wl.us if you would like to donate. Contact Person Phone Number ()	County Po	Please emo	Î	l you would like to	donate,		
\$250		CAN CONTROL	ii this form along v i	vith a .jpeg of your I you would like to	logo to Ketiner_An donate.	n@co.brown.wl.us	
\$250		CAN CONTROL					
□ \$250 □ \$500 □ \$1,000 □ \$1,500 □ \$2,000 □ I cannot provide a monetary donation at this time but would like to help spread the word about Discover Brown County through social media and advertising My donation will be provided by March 31* in person or by mail to: Attn: All Kettner 305 East Walnut Street, Suite 680 PO Box 23600 Move-Learn-Pt-3	our com	h the Brow	be used in me n County webs	dia mentions, o ite. Your logo v	n Brown County vill also be print	y's Facebook and ed in the Discover	Twitter, Brown
□ \$250 □ \$500 □ \$1,000 □ \$1,500 □ \$2,000 □ I cannot provide a monetary donation at this time but would like to help spread the word about Discover Brown County through social media and advertising My donation will be provided by March 31* in person or by mail to:			305	East Walnut Street PO Box 23600	, Suite 680	WOA6. TESKH	•br9A
□ \$250 □ \$500 □ \$1,000 □ \$1,500 □ \$2,000 □ l cannot provide a monetary donation at this time but would like to help spread	_	Му	donation will be				
		l cannot pro the word	ovide a monet about Discover	ary donation at Brown County t	this time but wo hrough social m	uld like to help spre nedia and advertisi	ead ng
I would like to provide a monetary donation to Discover Brown County in the amount of		\$230	□ \$500	□ \$1,000	□ \$1,500	□ \$2,000	
그는 그 아이를 되면 하게 하는 것으로 아이들에는 것이다. 그 그리고 아이들은 사람이 아이들은 사람이 되었다. 그는 사람이 아이들은 사람이 사람이 사람이 사람이 사람이 사람이 사람이 되었다.		4250					

CORPORATION COUNSEL

Brown County

305 E. WALNUT STREET P.O. BOX 23600 GREEN BAY, WISCONSIN 54305-3600

Kristen M. Hooker

DEPUTY CORPORATION COUNSEL

PHONE (920) 448-4006 FAX (920) 448-4003

hooker_km@co.brown.wi.us

	RES	SOLUTION/ORDINANC	E SUBMISSION TO COUNTY BOARD
DATE:		April 14, 2015	
REQUE	ST TO:	Administration Comm	nittee
MEETIN	G DATE:	April 23, 2015	
REQUE	ST FROM:	Ali Kettner, Brown Co	ounty Executive Office, Executive Assistant
REQUE	ST TYPE:	⊠New resolution ☐ New ordinance	☐ Revision to resolution ☐ Revision to ordinance
TITLE:			for Brown County to Accept Donations Relating to the er Passport 2015" Program
get activ	e through ut	ilization of Brown Count ED: Approval of said Re	ner to encourage Brown County residents to get out and ty's recreational resources. esolution It require an appropriation from the General Fund.
	his fiscal impa		ted by requestor, but verified by the DOA and updated if
1. Is th	ere a fiscal i	impact? ☐ Yes ☐ No	
a.	If yes, what	t is the amount of the im	npact? \$
b.	If part of a	bigger project, what is to	the total amount of the project? \$
C.	Is it curren	itly budgeted? Yes	□ No
	1. If yes, i	in which account?	
	2. If no, h	ow will the impact be fu	inded?

⊠ COPY OF RESOLUTION OR ORDINANCE IS ATTACHED

Very truly yours, s/ <u>Kristen M. Hooker</u> Kristen M. Hooker

80

No. 10d -- RESOLUTION REGARDING CHANGE IN TABLE OF ORGANIZATION FOR THE ADMINISTRATION DEPARTMENT SENIOR BUYER

TO THE HONORABLE CHAIRMAN AND MEMBERS OF THE BROWN COUNTY BOARD OF SUPERVISORS

Ladies and Gentlemen:

WHEREAS, the Human Resources department has received a table of organization change request from the Department of Administration; and

WHEREAS, the Purchasing Manager position in the Administration department table of organization became vacant on April 17, 2015; and

WHEREAS, the Human Resources department in conjunction with the Administration department reviewed the duties and responsibilities of the position as well as the needs of the department; and

WHEREAS, a thorough study was completed and it was determined that a more technical position that could focus on the operational needs of the department without performing supervisory duties would better fit the needs of the department; and

WHEREAS, the Risk Manager currently supervises the Purchasing Manager position and will continue to provide supervision of the Purchasing division; and

WHEREAS, Human Resources in conjunction with the Administration department recommend the deletion of (1.00) FTE Purchasing Manager position and the addition of 1.00 FTE Senior Buyer position in the Administration department table of organization; and

WHEREAS, Human Resources researched similar Senior Buyer positions in the local market and referenced the U.S. Department of Labor Occupational Outlook Handbook for comparison data to ensure internal and external equity. It is recommended that the Senior Buyer position be placed in Pay Grade 18 of the Brown County Classification and Compensation Plan, with the salary range of \$52,599 - \$62,707.

NOW, THEREFORE, BE IT RESOLVED by the Brown County Board of Supervisors, the deletion of (1.00) FTE Purchasing Manager position and the addition of 1.00 FTE Senior Buyer position in the Administration department table of organization.

BE IT FURTHER RESOLVED, the Senior Buyer position be placed in Pay Grade 18 of the Brown County Classification and Compensation Plan.

Budget Impact: Administration Department

Partial Year Budget Impact (6/1/15 – 12/31/15)	FTE	Addition/ Deletion	Salary	Fringe	Total
Purchasing Manager	(1.00)	Deletion	\$(38,147)	\$(15,113)	\$(53,260)
Senior Buyer	1.00	Addition	\$ 32,172	\$ 14,193	\$ 46,365
Partial Year Budget Impact			\$(5,975)	\$(920)	\$(6,895)

Annualized Budget Impact	FTE	Addition/ Deletion	Salary	Fringe	Total
Purchasing Manager	(1.00)	Deletion	\$(66,123)	\$(26,196)	\$(92,319)
Senior Buyer	1.00	Addition	\$ 55,765	\$ 24,602	\$ 80,367
Annualized Budget Impact			\$(10,358)	\$(1,594)	\$(11,952)

Fiscal Note: This resolution does not require an appropriation from the General Fund. This resolution creates a budget savings of \$6,895 in the 2015 Budget.

Respectfully submitted,
ADMINISTRATION COMMITTEE
EXECUTIVE COMMITTEE

Authored by Human Resources Approved as to form by Corporation Counsel

A motion was made by Supervisor De Wane and seconded by Supervisor Sieber "to adopt". Voice vote taken. Motion carried unanimously with no abstentions.

Approved by: _____\s\ Troy Streckenbach, County Executive Date: 05/26/2015

ATTACHMENTS TO RESOLUTION #10D

RESOLUTION/ORDINANCE SUBMISSION TO COUNTY BOARD

DATE: 04/13/15

REQUEST TO: Administration Committee

MEETING DATE: 04/23/15

REQUEST FROM: Warren Kraft

Human Resources Director

REQUEST TYPE: ✓ New resolution ☐ Revision to resolution

 \square New ordinance \square Revision to ordinance

TITLE: Resolution Regarding Change in Table of Organization for the Administration Department

(Senior Buyer)

ISSUE/BACKGROUND INFORMATION:

There is currently a vacant Purchasing Manager position in the Administration department table of organization. A review of the duties of the position as well as the needs of the department was conducted.

ACTION REQUESTED:

The deletion of (1.00) FTE Purchasing Manager position and the addition of 1.00 FTE Senior Buyer position in the Administration department table of organization.

FISCAL IMPACT:

	TE: essai	This fiscal impact portion is initially completed by requestor, but verified by the DOA and updated if ry.
2.	ls t	here a fiscal impact? ⊠ Yes □ No
	a.	If yes, what is the amount of the impact? Savings of \$ 6,895 Partial Year / \$11,952 Annualized
	b.	If part of a bigger project, what is the total amount of the project?
	c.	Is it currently budgeted? ☐ Yes ☐ No
		1. If yes, in which account?

☒ COPY OF RESOLUTION OR ORDINANCE IS ATTACHED

2. If no, how will the impact be funded?

BROWN COUNTY POSITION DESCRIPTION

POSITION TITLE: SENIOR BUYER **REPORTS TO:** RISK MANAGER

DEPARTMENT: ADMINISTRATION – PURCHASING

JOB SUMMARY:

Under supervision, performs advanced level work; coordinates and implements the county's procurement of goods and services to maximize cost savings and quality; administers the negotiated contracts for services in accordance with the County's policies and procedures and with federal and state rules and regulations; educates County departments as needed in County procurement policies and performs other duties as required.

ESSENTIAL DUTIES:

Purchases a wide variety of supplies, equipment, materials and services; determines the most appropriate method of procurement using established procedures; and facilitates the procurement process.

Maintains a record of, and monitors purchasing agreements to determine when agreements expire; ensures quality of service; investigates and resolves problems and assists County departments with utilizing the approved contracts.

Conducts multi-department purchases; drafts combined specifications that meet the needs of participants; conducts cost analyses; and makes appropriate recommendations.

Facilitates and assists departments with the request for proposal (RFP), request for quote (RFQ), request for bid (RFB) and offer to purchase (OTP) process including assisting in drafting of each; communication with vendors, and facilitating the selection process.

Drafts and coordinates legal notices and posting of bid documents; obtains wage rate determinations for applicable projects, tabulates bids and conducts cost analyses; evaluates bids for compliance with specifications; and awards to the lowest responsible bidder for RFBs.

Reviews records pertaining to items purchased, cost, delivery and product performance.

Contacts vendors to verify product descriptions, numbers, check pricing and availability to requested commodities.

Seeks standardization of items purchased, and utilizes other means to best meet the needs of departments to secure greater value.

Keeps informed on purchasing and marketing trends, including products and prices, and assists departments in the preparation of annual capital expenditures budget by providing cost information for supplies, materials, goods, and services.

Disposes of surplus, obsolete and salvageable materials by negotiation, by soliciting bids or auctions goods when appropriate.

Analyzes routine procurements to determine if the County would benefit from competitive procurement procedures, cooperative purchasing contracts or collaborative purchases with other municipalities; coordinates the County's participation in joint purchasing efforts.

Establishes and maintains effective working relations with departments, vendors, co-workers and the public including maintaining vendor solicitations on the internet.

Provides training and guidance to departments for County's ERP software.

Educates and provides necessary guidance to County departments to ensure compliance with County procurement policies.

Retains purchasing records and processes any applicable open records request as required by Wisconsin Open Records Law.

Networks with other public sector purchasers, including, members in the Wisconsin Association for Public Procurement, to identify purchasing "best practices" and opportunities for leveraged procurements.

Reviews purchasing activity to insure departments are using contracts that have been negotiated, where applicable.

Ensures vendors supply evidence of required insurance coverage.

Assists in the development, implementation, and revision of purchasing policies and procedures.

Conducts negotiations in the administration of purchases; negotiates issues in the development of contracts as directed; and may negotiate the price, terms, and conditions of purchases as necessary.

NON-ESSENTIAL DUTIES:

Performs other duties as assigned.

MATERIALS AND EQUIPMENT USED:

General office equipment Computer Calculator

MINIMUM QUALIFICATIONS REQUIRED:

Education and Experience:

Graduation from a recognized college or university with a Bachelor's degree in business or public administration, accounting, finance, or a closely related field.

Five (5) years of progressively responsible and professional work experience in purchasing, preferably in the public sector.

CPM, CPPB and/or CPPO certification preferred.

Knowledge, Skills and Abilities:

Considerable knowledge of purchasing practices and procedures and of approved inspection and shipping methods.

Considerable knowledge of market research methods including use of the internet.

Working knowledge of the laws, rules and regulations pertaining to governmental purchasing.

Working knowledge of the Model Procurement Code and the Uniform Commercial Code.

Working knowledge of the principles and practices of large-volume, competitive purchasing and cost-benefit analysis.

Working knowledge of sources of supply and current prices and market trends.

Working knowledge of automated procurement systems and other data processing capabilities and applications relating to purchasing functions.

Working knowledge of the standard types, forms and legal requirements of contracts.

Ability to exercise proper professional judgment in the analysis of bids and specifications when making awards.

Ability to understand, follow and remember involved written and oral instructions, policies and procedures, while performing tasks effectively and maintaining a high level of accuracy and attention to detail.

Ability to take control of difficult situations by anticipating problems, analyzing alternative solutions and initiating appropriate corrective measures within established regulations, prescribed policies and procedures under stressful conditions.

Ability to devise, test and compute mathematical formulas for the evaluation of bids.

Ability to interpret and explain work-related procedures in a helpful and courteous manner.

Ability to utilize spreadsheet, word processing and automated procurement applications.

Ability to communicate effectively, both orally and in writing, and present procurement data, alternatives, reports and recommendations.

Ability to interpret and implement policies and procedures and maintain accurate and detailed records.

Ability to establish and maintain effective working relations.

Ability to coordinate and prioritize multiple activities.

PHYSICAL DEMANDS:

Ability to lift 20 pounds maximum with frequent lifting and/or carrying of objects weighing up to 10 pounds.

Intermittent standing, walking and sitting; occasional driving.

Using hand(s)/feet for repetitive single grasping, fine manipulation, pushing and pulling, and operating controls.

Occasional bending, twisting, squatting, climbing and reaching.

Communicating orally in a clear manner.

Distinguishing sounds at various frequencies and volumes.

Distinguishing people or objects at varied distances under a variety of light conditions.

This position description should not be interpreted as all inclusive. It is intended to identify the major responsibilities and requirements of this job. The incumbents may be requested to perform job-related responsibilities and tasks other than those stated in this description.

Revised: 04/13/15

No. 10e -- RESOLUTION TO APPROVE ACQUISITION OF PROPERTY WITHIN THE VILLAGE OF HOWARD TO PROVIDE TRAIL CONNECTIVITY

TO THE HONORABLE CHAIRMAN AND MEMBERS
OF THE BROWN COUNTY BOARD OF SUPERVISORS

Ladies and Gentlemen:

WHEREAS, Wisconsin Central Railway owns property located between Packerland Drive and Duck Creek, parcel numbers VH-727 and VH-692, historically these parcels were a portion of the Fort Howard Military Reserve 301, 302 and 303, which parcels are currently abandoned railway corridor; and,

WHEREAS, the State of Wisconsin had plans to develop these parcels as recreational trails as part of the Rails-To-Trails Act, with Brown County as the managing partner who would develop, operate and maintain the trail for recreational purposes, but the State is unable to proceed with the purchase of said abandoned railway corridor due to budget constraints; and,

WHEREAS, the Wisconsin Department of Natural Resources has inquired as to whether Brown County is interested in purchasing, developing and overseeing the operation of this property as a public trail; and,

WHEREAS, the purchase and development of the trail property would be consistent with Brown County's Comprehensive Plan approved October 20, 2004, 2008-2013 Brown County's Open Space and Recreation Plan approved August 20, 2008, with Board extension through 2015, the 2035 Green Bay Metropolitan Planning Organization Long-Range Transportation Plan approved November 3, 2010 and the Brown County Bicycle and Pedestrian Plan approved April 6, 2011; and,

WHEREAS, the development of this property would connect to the Newton-Blackmore State Recreational Trail already in existence between Seymour and New London and will serve as trail connection directly into Pamperin Park; and,

WHEREAS, the proposed purchase would be approximately .75 mile in length and could be maintained by the existing staff at Pamperin Park since it is immediately adjacent to the Park; and,

WHEREAS, the property has been appraised at \$212,000 in 2012, with an additional cost of approximately \$100,000 for development of the trail; and,

WHEREAS, the Brown County Parks Department would not have funds available to subsidize any of the expenses related to the purchase of said property, and would require 100% of funding to come from grants or Non-governmental Organizational funding assistance; and,

WHEREAS, the State of Wisconsin informed Brown County that there are grant monies and assistance available for the purchasing and developing of said property through the state.

NOW, THEREFORE, BE IT RESOLVED that the Brown County Board of Supervisors approves the acquisition of the property within the Village of Howard, located between Packerland Drive and Duck Creek, parcel numbers VH-727 and VH-692, which historically are within a portion of the Fort Howard Military Reserve 301, 302 and 303, which parcels are currently abandoned railway corridor.

BE IT FURTHER RESOLVED that the acquisition of this property is contingent on 100% of the funding coming from grants, the state or other governmental agency or Non-governmental Organizational funding assistance.

Fiscal Note: This resolution does not require an appropriation from the general fund. The purchase will only be funded by non-County dollars.

Respectfully submitted,

EDUCATION & RECREATION COMMITTEE

Authored by Corporation Counsel Approved as to Form by Corporation Counsel

A motion was made by Supervisor Blom and seconded by Supervisor Landwehr "to adopt". Voice vote taken. Motion carried unanimously with no abstentions.

Approved by: \(\s\ \) Troy Streckenbach, County Executive \(\Data \) Date: 05/26/2015

ATTACHMENTS TO RESOLUTION #10E

RESOLUTION/ORDINANCE SUBMISSION TO COUNTY BOARD

DATE: May 20, 2015

REQUEST TO: Brown County Board of Supervisors

MEETING DATE: May 20, 2015

REQUEST FROM: Education and Recreation Committee

REQUEST TYPE: ⊠ New resolution □ Revision to resolution

☐ New ordinance ☐ Revision to ordinance

TITLE: Resolution To Approve Acquisition of Property within the Village of Howard to provide Trail Connectivity

ISSUE/BACKGROUND INFORMATION:

This is a Resolution to approve the acquisition of abandoned railway corridor property in the Village of Howard to connect with the Newton-Blackmore State Recreational Trails between Seymour and New London .

ACTION REQUESTED:

The Education and Recreation Committee desires approval of the County Board of Supervisors for the acquisition of the railroad corridor property so that there is trail connection directly into Pamperin Park.

FISCAL IMPACT:

NOTE: This fiscal impact portion is initially completed by requestor, but verified by the DOA and updated if necessary.

- 1. Is there a fiscal impact? ☐ Yes ☑ No
- a. If yes, what is the amount of the impact?
- b. If part of a bigger project, what is the total amount of the project? \$______

\$_

1. If yes,	urrently budgeted? Yes No in which account? Now will the impact be funded? Non-County Funds
⊠ COPY OF	RESOLUTION OR ORDINANCE IS ATTACHED
No. 10f	TAKEN OUT OF ORDER.
No. 10g	RESOLUTION RE: AUTHORITY TO EXECUTE A 2015 LABOR AGREEMENT WITH THE BROWN COUNTY HUMAN SERVICES PROFESSIONAL EMPLOYEES ASSOCIATION
	ORABLE CHAIRMAN AND MEMBERS WN COUNTY BOARD OF SUPERVISORS
Ladies & Gen	tlemen:
Executive and agreement or	RESOLVED by the Brown County Board of Supervisors, that the County Clerk be and are hereby authorized to execute a one (1) year labor a behalf of Brown County with the Brown County Human Services Professional association for the year 2015 effective January 1, 2015.
	FURTHER RESOLVED that the funds to cover the costs resulting from the is resolution shall be made available from funds budgeted for this purpose.
Revise Effecti 1.5% i	e to reflect: ve the first day of the pay period that includes January 1, 2015: ncrease in total base wages for employees with a start date of December 31, or prior.
	TION OF AGREEMENT ear agreement (2015)
	This resolution does not require an appropriation from the general fund. The wage included in the 2015 budget.
	Respectfully submitted,
A	EXECUTIVE COMMITTEE
	luman Resources o form by Corporation Counsel
	made by Supervisor Dantinne and seconded by Supervisor Van Dyck "to adopt". ten. Motion carried unanimously with no abstentions.
Approved by:	\s\ Troy Streckenbach, County Executive Date: 05/26/2015

RESOLUTION/ORDINANCE SUBMISSION TO COUNTY BOARD

DATE:	04/24/15				
REQUEST TO:	Executive Committee				
MEETING DATE:	05/11/15				
REQUEST FROM:	Warren Kraft Human Resources Director				
REQUEST TYPE:	☑ New resolution☐ New ordinance☐ Revision to resolution☐ Revision to ordinance				
	Regarding Authority to Execute a 2015 Labor Agreement with the Brown nan Services Professional Employees Association				
	D INFORMATION: Brown County Human Services Professional Employees Association have on their 2015 labor agreement.				
ACTION REQUESTED Authority to execute a 2 Employees Association	2015 labor agreement with the Brown County Human Services Professional				
FISCAL IMPACT: NOTE: This fiscal impact pacessary.	portion is initially completed by requestor, but verified by the DOA and updated if				
3. Is there a fiscal im	pact? ⊠ Yes □ No				
a. If yes, what is	the amount of the impact?				
b. If part of a big	ger project, what is the total amount of the project?				
c. Is it currently	budgeted? ⊠ Yes □ No				
1. If yes, in	which account? The increase was included in the 2015 budget.				
•	v will the impact be funded?				
•	ITION OR ORDINANCE IS ATTACHED				
No. 10h TAKEN	N OUT OF ORDER				
	LUTION RE: CHANGE IN TABLE OF ORGANIZATION FOR U.W. ISION WORKFORCE DEVELOPMENT AGRICULTURE STUDENT N				
	E CHAIRMAN AND MEMBERS UNTY BOARD OF SUPERVISORS				

Ladies and Gentlemen:

WHEREAS, the U.W. Extension office has received funds from an East Metro U.W. Extension Resources Regional Management Grant for implementation of agriculture literacy and workforce development; and

WHEREAS, the object of this grant is to create workforce development educational resources about agricultural careers by gaining practical experiences on farms and with various agricultural companies and use this knowledge to create resources like booklets, videos and a website to educate others about types of agricultural jobs available in Brown County; and

WHEREAS, the U.W. Extension office has requested the addition of 0.18 FTE Workforce Development Agriculture Student Intern to fulfill the requirements of this grant as well as aiding a student in completing their educational requirements; and

WHEREAS, current staff cannot absorb these duties and the grant could not be fulfilled without the addition of a student intern; and

WHEREAS, Human Resources in conjunction with the U.W. Extension office recommend the addition of 0.18 FTE Workforce Development Agriculture Student Intern to the U.W. Extension table of organization; and

NOW, THEREFORE, BE IT RESOLVED by the Brown County Board of Supervisors, the addition of 0.18 FTE Workforce Development Agriculture Student Intern to the U.W. Extension table of organization; and

BE IT FURTHER RESOLVED, should the funding end, or not cover the full cost of 0.18 FTE Workforce Development Agriculture Student Intern, the position will end and be eliminated from the U.W. Extension table of organization.

Budget Impact:

U.W. Extension

Partial Year Budget Impact (07/01/15 – 12/31/15)	FTE	Addition/ Deletion	Salary	Fringe	Total
Workforce Development Agriculture Student Intern	0.18	Addition	\$2,314	\$ 182	\$2,496
Partial Year Budget Impact		•	\$2,314	\$ 182	\$2,496

Annualized Budget Impact	FTE	Addition/ Deletion	Salary	Fringe	Total
Workforce Development Agriculture Student Intern	0.18	Addition	\$4,628	\$ 364	\$4,992
Annualized Budget Impact			\$4,628	\$ 364	\$4,992

Fiscal Note: This resolution does not require an appropriation from the General Fund. The funding source is a Resources Regional Management Grant from East Metro U.W. Extension.

Respectfully submitted,

PLANNING, DEVELOPMENT & TRANSPORTATION COMMITTEE EXECUTIVE COMMITTEE

Authored by Human Resources
Approved as to form by Corporation Counsel

A motion was made by Vice Chair Lund and seconded by Supervisor Dantinne "to adopt". Voice vote taken. Motion carried unanimously with no abstentions.

Approved by: \s\ Troy Streckenbach, County Executive Date: 05/26/2015

ATTACHMENTS TO RESOLUTION #10i

BROWN COUNTY POSITION DESCRIPTION

POSITION DESCRIPTION: WORKFORCE DEVELOPMENT AGRICULTURE STUDENT

INTERN

REPORTS TO: UW-EXTENSION AGRICULTURE EDUCATOR

DEPARTMENT: UW-EXTENSION

JOB SUMMARY:

Create workforce development educational resources about agricultural careers by gaining practical experiences on farms and with various agricultural companies. Build resources to educate others about types of agricultural jobs available in Brown County, experience and educational requirements needed to qualify for these jobs, and roadmaps describing recommendations for obtaining desired careers.

ESSENTIAL DUTIES:

Gain practical experiences on farms and with various agricultural companies or "shadow" days.

Complete questionnaires and interviews to develop educational resources.

Develop educational resources including: agricultural careers booklet, website resources, and video resources.

Help plan and facilitate workshops, meetings, and other educational outreach opportunities.

Assist with evaluating and completing a summary about the program.

NON-ESSENTIAL DUTIES:

Performs related functions as assigned.

MATERIALS AND EQUIPMENT:

General office equipment

MINIMUM QUALIFICATIONS REQUIRED:

Education and Experience:

High School Diploma; Currently pursuing an Associates or undergraduate degree in agriculture, biology, communications, natural resources or a related subject area; or any equivalent combination of education, training and experience which provides the necessary knowledge, skills and abilities.

Licenses and Certifications:

Valid Wisconsin Driver's License

Knowledge, Skills, and Abilities:

Excellent communications skills, ability to communicate effectively both orally and in writing.

Interest in learning more about agricultural careers

Knowledge of and ability to utilize a computer and the required software.

Ability to plan, promote, implement, evaluate, and report educational programs.

Ability to understand and work effectively with a wide variety of clientele.

Ability to work well as a member of a team.

Ability to maintain a high level of organization and leadership.

Ability to establish and maintain effective working relationships with staff and the public.

Ability to make individual arrangements for transportation adequate to meet position responsibilities and essential job functions.

Ability to work the required hours of the position.

Administrative Accountability:

The Workforce Development Agriculture Student Intern will be accountable to the UW-Extension Brown County Agriculture Educator for programmatic leadership and the Brown County UW-Extension Department Head for administrative issues.

PHYSICAL DEMANDS:

Lifting 20 pounds maximum with frequent lifting and/or carrying of objects weighing up to 10 pounds. Intermittent standing, walking, and sitting; occasional driving.

Using hand(s)/feet for repetitive single grasping, fine manipulation, pushing and pulling, and operating controls.

Occasional bending, twisting, squatting, climbing, reaching, and grappling.

Communicating orally in a clear manner.

Distinguishing sounds at various frequencies and volumes.

Distinguishing people or objects at varied distances under a variety of light conditions.

Withstanding temperature changes in the work environment.

This position description should not be interpreted as all-inclusive. It is intended to identify the major responsibilities and requirements of this job. The incumbents may be requested to perform job-related responsibilities and tasks other than those stated in this description.

Revised: 04/03/15





UW-Green Bay Campus Cofrin Library 750J 2420 Nicolet Drive Green Bay, WI 54311-7001 920-465-2147 920-465-5074 (fax) 711 for Wisconsin Relay

March 23, 2015

Dear Liz:

Congratulations! The Resource Management Team supports your proposal titled: "Agriculture Literacy and Workforce Development: Exploring Careers in Agriculture" in the amount of \$8,000.

If your plans change and you are unable to use the funds in the manner that you outlined, please contact karen.smiley@ces.uwex.edu as soon as possible.

Please note that the planning team had the following questions/comments about your report:

- How you are planning to recruit: Job Fairs, etc?

 The translation service cost seems low. Please explain whether this is the going rate in Brown County or you are getting additional funding from others (Dean's Office, etc.)

You can email this information to Karen Smiley.

The projector screen, camcorder and video editing software need to be purchased through the state (we cannot do a lump sum payment to the county for these items). We need to follow state guidelines for these purchases. Please note that these items remain the property of the state. They can be kept in the county office, but when they are no longer in use, they must be returned to the regional office for disposal. Since the only other purchase is the speakers, we can purchase everything through the state. Please work with Karen Smiley to purchase the grant items.

By submitting paperwork to request these funds, you are agreeing to:

Submit a written report that highlights the impact of the program initiative to the regional
office (to be posted on the Resource Management website), OR a poster session during the
2016 spring regional meeting. You are encouraged to include photos and/or video.

Include a report in a Planning & Results success story.

Promote the success of your project through local media. Please send us copies of any news releases and advise us of any marketing efforts on the project.

Best wishes in your programming efforts.

Sincerely,

T. Gerald Correthers

East-Metro Regional Director

University of Wisconsin, U. S. Department of Agriculture and Wisconsin counting cooperating. UW-Extension provides equal opportunities in employment and programming including Title IX and ACA.

East-Metro Region Resource Management Team:
Eloisa Gomez, Milwaukee County Director; Vijai Pandian, Brown County Hort; Cindy Muhar,
Milwaukee County Family Living, Denise Retzleff, Fond du Lac County 4-H Youth; Catherine
Neiswender, Winnebago County CNRED; Renee Vertin, Washington County WNEP

East-Metro Region Innovative Grant Program Budget

ITEM	UNITS	RATE		cos	r
Student intern		1 Stipend		\$	5,000.00
40 hours/wk x 12 weeks					
Mileage for intern		1		\$	350.00
Printing					
Handouts	50	00 \$0.07/page		\$	35.00
Career resource booklets (spiral bound)	150 \$10/each			\$ \$ \$	1,500.00
Small poster	25 \$1/poster			\$	25.00
Large poster		1 Poster		\$	140.00
For presenting at poster sessions (i.e. Eas	t-Metro all-c	colleague, JCEP, etc.)			
Translation services					
Spanish translation/interpretation		1		\$ \$	150.00
Hmong translation/interpretation		1		\$	150.00
Program supplies					
Portable projector screen		1	\$200	\$	200.00
Camcorder		1	\$350	\$	350.00
Video editing software		1	\$100	\$	100.00
TOTAL				\$	8,000.00

In-kind support

Local agribusinesses for tours/information about agricultural careers

Shared resources and audiences with entities such as Department of Workforce Development, high schools, technical colleges, East-metro colleagues

UW-Extension agents time, resources, and expertise

Mileage (Binversie)		
250 miles x \$0.46/mile		\$ 115.00
Printing		
Career resource booklets (spiral bound)	50 \$10/each	\$ 500.00



East-Metro Region Innovative Grant Program Calendar Year 2015 Application Form

Project Title: Agricultural Literacy and Workforce Development: Exploring Careers in

Agriculture

Funding Requested: \$8,000.00

Project Lead/Grant Applicant (Name & County): Liz Binversie, Brown Co. Agriculture
i) Project Collaborator(s) (if applicable): Vijai Pandian, Brown Co. Horticulture

Situation Statement

Each year, society becomes less connected with agriculture. Many do not realize there is a vast array of agricultural careers. There are many misconceptions about agricultural careers including: 1) the only careers available are for farmers and veterinarians, 2) all agriculture jobs are low paying, and 3) an individual has to grow up on a farm to be able to work in agriculture. Lastly, many counties face the issue of "Brain Drain", which is when an individual completes their education in one place but then moves away for a Job. By providing agricultural career education, we will change the negative perception surrounding agricultural careers and encourage more residents to live, work, and play in the same community. Agricultural literacy is particularly important because with only 2% of the nation working on farms, there are not enough people with farming backgrounds to fill the increasing number of vacant positions as the Baby Boomer generation begins to retire. This project centers on agricultural literacy with an emphasis on workforce development. Therefore, we will hire a student intern to explore agricultural careers, gain agricultural career experience, and create resource tools including a career resource booklet, road maps to help individuals along the path to their desired career, and a website to post resources and videos.

Program Criteria:

Describe how this relates to the Cooperative Extension Purpose, Vision and Values: Negative misconceptions about agriculture can make individuals feel isolated and excluded from being a part of agriculture. This project will foster inclusiveness to those who may not have traditional farming backgrounds through increased educational awareness of job opportunities and careers in agriculture. We will support the thriving agricultural industry that will in turn contribute economic activity at the local, regional, and state-wide level. Finally, it is our goal that these educational efforts will result in more individuals applying for and accepting positions in agriculture, in an effort to keep up with the increasing number of career vacancies for agricultural careers.

Fosters teamwork and collaboration with other agencies, campuses, or colleagues: We will work with groups including: Department of Workforce development, 4-H educators, schools, technical colleges, 4-year institutions, and graduate schools. We will collaborate with fellow extension agents who specialize in various areas—i.e. crops, soils, horticulture, and livestock—to get the best recommendations for careers and industries to explore.

Incorporates the use of other funders and/or in-kind support: This agent will provide in-kind support of mileage and printing. Local businesses will provide in-kind support by donating their time and resources. See budget for more details.

Includes a new program direction that may be replicated: This project will create a resource tool that includes a career resource booklet with career and mentor information, "road maps" to help individuals along the path to their desired career, and a user-friendly web resource tool including videos. This information could be used or adapted by other counties or regions. Also, the structure of the internship experience will be documented and available for other agents/educators to use as a model.

Focuses on reaching new audiences: Typically in agriculture, many are from farming backgrounds. For those without farming backgrounds, agricultural opportunities can be limited or non-existent. Therefore, this project aims to reach individuals, especially those without agricultural backgrounds. By working with the Department of Workforce Development, we will also be able to reach displaced workers and other underserved populations. Career resource booklets will be translated for Spanish and Hmong speakers.

Exposes potential employees to UWEX: We will explore careers within UW-Extension and expose others to the work we do. In addition, these individuals may share that information with others, thus creating a multiplier effect.

Project Objectives/Expected Outcomes: Our objectives are to 1) expose new audiences to agricultural careers, 2) create agricultural career resource tools, and 3) encourage more residents to live, work, and play locally. This project may generate cost savings to the community because as the agricultural industry prospers, so does the community by result of the increased economic activity, taxes paid by agriculture, and so on. We expect to change the perception people have about agricultural careers and encourage more to apply for those jobs.

Estimated number of participants/clients impacted inside and outside East-Metro Region: We intend to reach several hundred people directly through meetings, workshops, etc. Indirectly, it would be many more because we plan to create a web resource, post videos on YouTube, and share information with agents/educators across the 72 counties who in turn would share information with others. The numbers could potentially be in the thousands.

Project Timeline (include your planned activities)

During Summer 2015 – Fall 2015, the intern will visit agricultural and horticulture companies and farms, conduct interviews/acquire information about various agricultural and horticulture careers, and compile list of career mentors. We will create career resource booklet, videos, poster, web resources, and so on. We will host agricultural career workshops and participate at various job fairs, as well as reach out to career centers in the community, schools and colleges. We will present information proactively and on an as-requested basis and compile and review survey results. Finally, we will complete the grant report and submit to East Metro regional office.

Evaluation Plan: Pre and post survey and one-on-one interviews will be conducted. Evaluation will include the following: increase in knowledge, changes in perception about agricultural careers, and ask if individuals are actively pursuing work in agriculture

Detailed budget breakdown: Funds will be paid in a lump-sum to the county. See attached budget.

RESOLUTION/ORDINANCE SUBMISSION TO COUNTY BOARD

DATE:	04/6/15		
REQUEST TO:	Planning, Development & Transportation Committee		
MEETING DATE:	04/27/15		
REQUEST FROM:	Warren Kraft Human Resources Director		
REQUEST TYPE:	☑ New resolution☐ Revision to resolution☐ New ordinance☐ Revision to ordinance		
	Regarding Change in Table of Organization for U.W. Extension (Workforce nt Agriculture Student Intern)		
ISSUE/BACKGROUN	D INFORMATION:		
The U.W. Extension of	fice has received funds from an East Metro U.W. Extension Resources Grant for implementation of agriculture literacy and workforce development.		
ACTION REQUESTED The addition of 0.18 FT table of organization.	D: TE Workforce Development Agriculture Student Intern to the U.W. Extension		
FISCAL IMPACT: NOTE: This fiscal impact necessary.	portion is initially completed by requestor, but verified by the DOA and updated if		
4. Is there a fiscal im	pact? ⊠ Yes □ No		
•	the amount of the impact? \$2,496 Partial Year / \$4,992 Annualized		
b. If part of a big	ger project, what is the total amount of the project?		
c. Is it currently	budgeted? ☐ Yes ☒ No		
1. If yes, in	which account?		
2. If no, hov	wwill the impact be funded? Grant funded		
☑ COPY OF RESOLU	ITION OR ORDINANCE IS ATTACHED		
	LUTION RE: CHANGE IN TABLE OF ORGANIZATION FOR U.W. ISION COMMUNITY GARDEN COORDINATOR		
	LE CHAIRMAN AND MEMBERS DUNTY BOARD OF SUPERVISORS		
Ladies and Gentlemer	1:		

WHEREAS, the demands on the U.W. Extension community garden program have increased as the number of new gardens to manage grows while continuing to maintain the existing gardens; and

WHEREAS, community garden program duties are currently being performed by Americorp Vista, however, Americorp's funding for this position will end in June, 2015; and

WHEREAS, to keep the growing program intact, the U.W. Extension office has submitted a request to add a 0.80 FTE Community Garden Coordinator position to manage the community garden effort and provide assistance to participants; and

WHEREAS, the cost of this position will be offset by the following: \$25,000 from the City of Green Bay; \$4,000 from the U.W. Extension East Metro Resource Management Grant; and \$14,000 in salary savings; and

WHEREAS, without the Community Garden Coordinator position, the program will need to be downsized or eliminated; and

WHEREAS, Human Resources in conjunction with the U.W. Extension office recommend the addition of 0.80 FTE Community Garden Coordinator position to the U.W. Extension table of organization.

NOW, THEREFORE, BE IT RESOLVED by the Brown County Board of Supervisors, the addition of 0.80 FTE Community Garden Coordinator to the U.W. Extension table of organization; and

BE IT FURTHER RESOLVED, should the funding end, the position will end and be eliminated from the U.W. Extension table of organization.

Budget Impact:

U.W. Extension

Partial Year Budget Impact (05/01/15 – 12/31/15)	FTE	Addition/ Deletion	Salary	Fringe	Total
Community Garden Coordinator @ \$14.00/hour	0.80	Addition	\$14,560	\$10,783	\$25,343
Partial Year Budget Impact			\$14,560	\$10,783	\$25,343

Annualized Budget Impact	FTE	Addition/ Deletion	Salary	Fringe	Total
Community Garden Coordinator @ \$14.00/hour	0.80	Addition	\$21,840	\$16,174	\$38,014
Annualized Budget Impact			\$21,840	\$16,174	\$38,014

Fiscal Note: This resolution does not require an appropriation from the General Fund. The funding source for this position will be \$25,000 from the City of Green Bay, \$4,000 from the U.W. Extension East Metro Resource Management Grant, and \$14,000 in salary savings.

Respectfully submitted,

PLANNING, DEVELOPMENT & TRANSPORTATION COMMITTEE EXECUTIVE COMMITTEE

Authored by Human Resources
Approved as to form by Corporation Counsel

A motion was made by Supervisor Kaster and seconded by Supervisor Campbell "to adopt". Voice vote taken. Motion carried unanimously with no abstentions.

Approved by: \s\ Troy Streckenbach, County Executive Date: 05/26/2015

ATTACHMENTS TO RESOLUTION #10j

BROWN COUNTY CLASS SPECIFICATION

POSITION TITLE: COMMUNITY GARDEN COORDINATOR

REPORTS TO: UW EXTENSION DEPARTMENT HEAD & NUTRITION

PROGRAM COORDINATOR

LOCATION: UW EXTENSION

JOB SUMMARY:

This position will work collaboratively with Brown County UW-Extension staff to strengthen the community garden program managed by Brown County UW-Extension. Community gardens help individuals and families get out of poverty by teaching them how to grow culturally appropriate, healthy foods. This position will be responsible for building capacity within UW-Extension as well as in neighborhoods enabling and empowering gardeners to become involved in the day-to-day operations of the gardens. Identifying educational needs and organizing educational opportunities will be another key function.

The Community Garden Coordinator will be accountable to the Brown County Nutrition Program Coordinator and the Horticulture Educator for programmatic leadership and the Brown County UW-Extension Department Head for administrative issues.

ESSENTIAL DUTIES:

Maintain and continue to build leadership within the community garden advisory committee.

Identify and follow through on leads for potential new gardens in a strategic manner.

Follow procedures and complete steps in establishing new community gardens and in maintaining existing gardens.

Build and maintain strong relationships with neighborhood associations, landowners and City of Green Bay and Brown County.

Look for opportunities to develop relationships with community gardeners, empowering them to become more involved in the day-to-day operations of gardens.

Recruit low income and diverse individuals and families to participate in community gardens.

Work with Brown County UW-Extension staff, advisory council and community partners to seek funding to sustain community garden program.

Plan, implement and evaluate educational and social events to be held on community garden sites.

Partner to increase capacity of community gardens to address food security issues impacting low income individuals and families.

Raise funds for the community garden program.

Maintain community garden website, community Garden Manual and related materials with updated information.

Promote community garden program.

Submit reports as needed.

Communicate community gardening efforts to Brown County stakeholders and residents.

NON-ESSENTIAL DUTIES:

Performs related functions as assigned.

MINIMUM QUALIFICATIONS REQUIRED:

Education and Experience:

Working on Associate or Bachelor's Degree in landscape horticulture program or related major, with experience in community development process, gardening, and program development, implementation and design, or any equivalent combination of education, training and experience which provides the necessary knowledge, skills and abilities

Licenses and Certifications:

Valid Wisconsin Driver's License

Knowledge, Skills and Abilities:

Knowledge of gardening.

Knowledge of community resources.

Knowledge of community development process.

Experience in organizing educational programs or events.

Knowledge in working with volunteers.

Ability to maintain records and prepare comprehensive reports.

Ability to establish and maintain effective working relationships with UW-Extension staff and the public

Knowledge of and ability to work with low-income individuals and families representing various racial/ethnic populations.

Ability to assist in seeking other funds.

Exceptional communication skills.

Strong computer skills.

PHYSICAL DEMANDS:

Lifting 20 pounds maximum with frequent lifting and/or carrying of objects weighing up to 10 pounds.

Intermittent standing, walking, and sitting; occasionally driving.

Using hand(s)/feet for repetitive single grasping, fine manipulation, pushing and pulling, and operating controls.

Occasional bending, twisting, squatting, climbing, reaching and grappling.

Communicating orally in a clear manner.

Distinguishing sounds at various frequencies and volumes.

Distinguishing people or objects at varied distances under a variety of light conditions.

Withstanding temperature changes in the work environment.

This position description should not be interpreted as all-inclusive. It is intended to identify the major responsibilities and requirements of this job. The incumbents may be requested to perform job-related responsibilities and tasks other than those stated in this description.

Revised: 04/02/15

RESOLUTION/ORDINANCE SUBMISSION TO COUNTY BOARD

DATE:	04/16/15	
REQUEST TO:	Planning, Development & Transportation Committee	
MEETING DATE:	04/27/15	
REQUEST FROM:	Warren Kraft Human Resources Director	
REQUEST TYPE:	☑ New resolution☐ Revision to resolution☐ New ordinance☐ Revision to ordinance	
TITLE: Resolution F Garden Cod	Regarding Change in Table of Organization for U.W. Extension (Community ordinator)	
been provided by Ame	I.W. Extension community garden program have increased. Assistance has ricorp Vista but this position will end in mid-June. To keep the program intact, manage community garden effort and keep it intact.	
	ΣΕ Community Garden Coordinator to the U.W. Extension table of	
FISCAL IMPACT: NOTE: This fiscal impact necessary.	portion is initially completed by requestor, but verified by the DOA and updated if	
5. Is there a fiscal im	pact? ⊠ Yes □ No	
a. If yes, what is	the amount of the impact? \$25,343 Partial Year / \$38,014 Annualized	
b. If part of a big	ger project, what is the total amount of the project?	
c. Is it currently	budgeted? ☐ Yes ☒ No	
1. If yes, in	which account?	
	wwill the impact be funded? \$25,000 from the City of Green Bay; \$4,000 U.W. Extension East Metro Resource Management Grant; \$14,000 in salary	

☒ COPY OF RESOLUTION OR ORDINANCE IS ATTACHED

No. 10k -- RESOLUTION RE: CONFIRMING BROWN COUNTY'S OPPOSITION TO THE LEGALIZATION OF MARIJUANA IN THE STATE

TO THE HONORABLE CHAIRMAN AND MEMBERS
OF THE BROWN COUNTY BOARD OF SUPERVISORS

Ladies and Gentlemen:

WHEREAS, marijuana is classified as a controlled substance under Wisconsin State Statutes (Schedule I Uniform Controlled Substance Act) and federal law (Schedule I of the Controlled Substances Act) and is currently defined as having no accepted medical use in the United States, a lack of accepted safety for use under medical supervision and a high potential for abuse; and;

WHEREAS, marijuana should be subject to the same research, evaluation, analysis and study as any other potential medicine, under the standards of the U.S. Food and Drug Administration (FDA); and;

WHEREAS, tetrahydrocannabinol (THC) is only one of over 400 chemicals found in the marijuana plant; and;

WHEREAS, the THC levels in marijuana have been steadily increasing over the decades, exposing the user to higher concentrations of THC with greater chance of adverse or unpredictable reactions; and;

WHEREAS, excessive marijuana use is harmful to the adolescent brain, effecting the parts of the brain that influence pleasure, memory, thinking, concentration, sensory and time perception, and coordinated movement; and;

WHEREAS, excessive marijuana use alters the brain's neurons and causes both short-term and long-term negative effects interfering with the brain's normal development and function; and:

WHEREAS, marijuana use reduces inhibitions and can lead to unsafe behavior, distorted perception, impaired coordination, and can cause difficulty with thinking, problem solving and difficulty with learning and memory; and;

WHEREAS, marijuana use causes drivers of motor vehicles to be impaired with slower reaction times, impaired judgment and problems responding to signals and sounds; and;

WHEREAS, teens who smoke marijuana regularly can see an 8 point drop in IQ by the time they reach 38 putting a person of average intelligence into the lowest third of the IQ range; and:

WHEREAS, marijuana use can lead to high school dropout and failure in college; and;

WHEREAS, the number of marijuana related emergency room visits increased by 52% between 2004 and 2011.

NOW, THEREFORE, BE IT RESOLVED by the Brown County Board of Supervisors, that Brown County does not support the legalization of recreational** marijuana in the state; and:

BE IT FURTHER RESOLVED that this resolution be sent to Wisconsin State Legislators, the Wisconsin Counties Association (WCA) and all other Counties in the state.

Respectfully submitted,
PUBLIC SAFETY COMMITTEE

Fiscal Note: This resolution does not require an appropriation from the general fund.

** Amended as per the County Board on 5/20/2015.

Final Draft Approved as to form by Corporation Counsel

A motion was made by Supervisor Sieber and seconded by Supervisor Gruszynski "to receive and place on file". Vote taken. Roll Call #10k(1)

Ayes: Sieber, Hoyer, Gruszynski, Buckley, La Violette, Robinson, Campbell, Fewell

Nays: De Wane, Nicholson, Haefs, Erickson, Zima, Evans, Kaye, Landwehr, Dantinne, Katers,

Kaster, Van Dyck, Jamir, Clancy, Moynihan, Blom, Schadewald, Lund

Total Ayes: 8 Total Nays: 18

Motion defeated.

A motion was made by Supervisor Sieber and seconded by Supervisor Campbell "to refer back to Public Safety Committee." Vote taken. Roll Call #10k(2)

Ayes: Sieber, De Wane, Hoyer, Gruszynski, Evans, Landwehr, La Violette, Katers, Jamir,

Robinson, Campbell, Fewell

Nays: Nicholson, Haefs, Erickson, Zima, Kaye, Buckley, Dantinne, Kaster, Van Dyck, Clancy,

Moynihan, Blom, Schadewald, Lund

Total Ayes: 12 Total Nays: 14

Motion defeated.

A motion was made by Supervisor Robinson and seconded by Supervisor Zima "to add the word 'recreational'." Voice vote taken. Motion carried unanimously with no abstentions.

A motion was made by Supervisor Zima and seconded by Supervisor Erickson "to adopt the above resolution as amended". Vote taken. Roll Call #10k(3):

Ayes: De Wane, Nicholson, Haefs, Erickson, Zima, Evans, Kaye, Landwehr, Dantinne, La

Violette, Katers, Kaster, Van Dyck, Jamir, Robinson, Clancy, Campbell, Moynihan, Blom,

Schadewald, Lund, Fewell

Nays: Sieber, Gruszynski, Buckley

Abstain: Hoyer

Total Ayes: 22 Total Nays: 3 Abstain: 1

Motion Carried.

Approved by: _____\s\ Troy Streckenbach, County Executive Date: 05/26/2015

No. 10I -- RESOLUTION RE: BROWN COUNTY CLASSIFICATION SALARY RANGE

TO THE HONORABLE CHAIRMAN AND MEMBERS OF THE BROWN COUNTY BOARD OF SUPERVISORS

Ladies & Gentlemen:

WHEREAS, Sections 4.45 through 4.48 of the Brown County Code provide for a classification and compensation plan for Brown County employees; and

WHEREAS, the current classification and compensation plan was implemented in 2001. In 2002, the step increases in the plan were frozen; and

WHEREAS, since the implementation of the plan, there have been differences in annual adjustments between represented positions and non-represented positions, creating compensation inequities and compression issues; and

WHEREAS, Human Resources completed a comparison of all county positions with market and/or other comparable county positions ensuring internal and external equity; and

WHEREAS, Human Resources has reviewed the job duties of all positions and placed them into specific classification specifications; and

WHEREAS, as an initial step to pay market rate, Human Resources recommends adopting the attached Brown County Classification Salary Range.

NOW, THEREFORE, BE IT RESOLVED, by the Brown County Board of Supervisors that the attached Brown County Classification Salary Range be approved effective May 1, 2015.

BE IT FURTHER RESOLVED that the current department budget will not be affected by the adoption of this resolution.

Respectfully submitted, EXECUTIVE COMMITTEE

FISCAL NOTE: This resolution does not require an appropriation from the General Fund. This resolution changes the County's wage compensation plan from steps to a salary range.

Submitted by Human Resources Approved as to form by Corporation Counsel

A motion was made by Supervisor Van Dyck and seconded by Supervisor Katers "to adopt." Voice vote taken. Motion carried unanimously with no abstentions.

Following, a motion was made by Supervisor Kaster and seconded by Supervisor Zima "to reconsider item #10I, which was stated as 10i in error." Voice vote taken. Motion carried unanimously with no abstentions.

Following discussion, a motion was made by Supervisor Zima and seconded by Supervisor Nicholson "to hold for one month." Voice vote taken. Motion defeated.

A motion was made by Vice Chair Lund and seconded by Supervisor Kates "to adopt." Vote taken. Roll Call #10L:

Ayes: Sieber, De Wane, Hoyer, Gruszynski, Erickson, Kaye, Buckley, Landwehr, Dantinne, La Violette, Katers, Kaster, Van Dyck, Jamir, Clancy, Moynihan, Blom, Schadewald, Lund

Fewell

Nays: Nicholson, Haefs, Zima, Evans, Robinson, Campbell

Total Ayes: 20 Total Nays: 6

Motion Carried

Approved by: _____\s\ Troy Streckenbach, County Executive Date: 05/26/2015

ATTACHMENTS TO RESOLUTION #10L ON THE FOLLOWING PAGES

BROWN COUNTY CLASSIFICATION SALARY RANGE 2015 SALARY RANGES NOT FOR DISTRIBUTION - PRELIMINARY WORK PRODUCT

ay Grade	Job Title	Minimum	Annual	Maximum	Minimum	Hourly Midpoint	Maximu
	BENCHMARK POSITIONS						
1	OPEN	\$90,125	\$112,656	\$135,187	\$43.33	\$54.16	\$64.98
2	Corporation Counsel	\$83,816	\$104,770	\$125,724	\$40.30	\$50.37	\$60.44
	Director of Administration Director of Human Services		4104,170	21200,127	340.30	800.04	\$60,44
3	Airport Director Chief Information Officer	\$77,949	\$97,436	5116,923	\$37.48	\$46.84	\$56.21
	Director of Port and Resource Recovery Director of Public Works						
4	Advanced Practice Nurse Prescriber Director of NEW Zoo and Parks	\$72,492	\$90,616	\$108,739	\$34.85	\$43.57	\$52.26
	Human Resources Manager Human Services Administrator						
5	Court-Communicator	\$67,418	\$84,272	\$101,127	\$32.41	\$40.52	\$48.62
	Deputy Assistant Corporation Counsel Director of Nursing (Hospital) Director of Public Safety Communications	-					
	Engineering Services Manager Finance Manager Planning Director	-					
	Psychologist						
	Director of Protein Health Director, Child Support Program	\$62,699	\$78,373	\$94,048	\$30.14	\$37.66	\$45.22
	Highway Operations Munager						
V-	Assisted Corporation Counsel Change Management Facilitator Chief Medical Examiner	558,310	\$72,887	\$87,465	\$28.03	\$35.04	\$42.05
	Financial Supervisor Network Architect			- 1			
- 1	Nursing Supervisor Public Health Supervisor Serror Cisti Engriper						
1	Applications Supervisor Assistant Director of Public Safety Communications Building Services Superintendent	\$54,228	567,785	\$81,342	\$26.07	\$32.59	\$39,11
	Cimpat Thirapsyl County Conservational Emergency Management Coordinator						
F	Environmental Health & Lab Supervisor Fleet Superintendent Solf Course Superintendent			- 1			
- 3	luman Services Manager Ausnum Director Operations Manager			- 1			
	nimals Gustor	\$50,432	\$63,040	B75.648	\$24.25	\$30.31	\$36,37
- 1	Del Engrane Entremic Spreces Support Coordinator				001120		4.00.31
1	menumentia Heath Santarian Ighway Operations Superintendent Himan Similore Supervisor						
- 1	Toject Marager Luthic Huasti Norse			- 1			
R	lagister in Probate			- 1			
. B	ingelined Nurse Ink Specialist						
5	entor Financial Analyst. entor Planner			- 1			

fetruary 2015

Prepared by WigHI LLP and County Project Team

10 L

BROWN COUNTY CLASSIFICATION SALARY RANGE 2015 SALARY RANGES NOT FOR DISTRIBUTION - PRELIMINARY WORK PRODUCT

ay Grad	de Joh Titte BENCHMANG SESSIONS	Minimum	Annual Midpoint	Maximum	Minimum	Hourly Midpelm	Maximu
10	Berselis A Payrot Coordinator	\$46,902	\$58.627	\$70,353	\$22.55	\$28.19	\$33.82
	Business Development Analyst					*****	. 000.02
	Community Health Educator						
	Electrican (Master)						
	Financial Analyst	-					
	Internal Auditor						
	Operations and Maintenance Supervisor Purchasing Specialist				l .		
	The state of the s				ı		
110	Building Services Supervisor	\$43,619	\$54,523	\$65,425	\$20.97	\$26.21	\$31.46
	Child Support Supervisor	100000000000000000000000000000000000000	410	400,000	3000.00	away w.	931.99
	Clinical Lab Services Supervisor						
	Corrections Corporal						
	Economic Support Supervisor						
	Health Information Services Coordinator Senter Human Resource Generalist						
	Multitonal Services Coordinator						
	Operations Supervisor						
	Planner	•					
	Property Lister						
	Sheller Care Supervisor						
	VALUE OF THE PARTY						
12	Chief Deputy Clark	\$40,565	\$50,707	560,848	\$19.50	\$24.38	\$29.25
	Conservation Specialist						
	Education Specialist						
	Electrician (Journey) Engineering Technician						
	GIS Specialist						
	Land Use Specialist						
	Maintenance Service Mechanic II						
	Medical Technologist						
	Museum Specialist				1		
	Programmer			- 1			
	Radio Communications Specialist			- 1			
	Recreation Therapist						
	Resource Recovery Specialist						
	Social Worker			- 1			
	Substance Abuse Coursellor						
	Systems Specialist			- 1			
	Victim/Witness Coordinator			- 1			
13	Arport Operations Officer	\$37,726	\$47,157	\$56,589	******		1800 11
	Correctional Officer	\$07,7720	\$47,107	909,068	518.14	522.07	\$27.21
	Court Reporter			- 1			
	Data Telecommunications Specialist	1		- 1			
	GIS & Database Analyst						
	Human Resources Generalist Law Clerk						
	Maintenance Service Mechanic I			- 1			
	Mochanic Mechanic I				1		
	Media Technique						
	Network Support Specialist	1		- 1			
	Paralogal			- 1			
	Park Services Specialist	1					
	Property Listing Specialist						
	Felicommunications Operator II						
	Zookeeper	1					
2							
4	Administrative Assistant 6	\$35,085	\$43,856	\$52,628	\$16.87	\$21.00	\$25.30
	Certified Occupational Therapiet Assistant						
	Department Assistant						
	Emergency Management Specialist	L					
	Food Service Supervisor						
	Guert Services Coordinates Heavy Equipment Operator						
				_			
	Lab Technician						

February 2015

Prepared by Wight LLP and County Project Team

BROWN COUNTY CLASSIFICATION SALARY RANGE 2015 SALARY RANGES NOT FOR DISTRIBUTION - PRELIMINARY WORK PRODUCT

Pay Gre	de Job Title	Minimum	Annual	Maximum	Miles	Hourty	Maximum
	BENCHMARK POSITIONS	- Annual Control	mapaine	WAXIIIIANI	Minimize	midpoin	Maximum
	ALGENIA MATERIA NA PARA PARA PARA PARA PARA PARA PARA						
	Licensed Practical Norse				1		
	Network Support Clierk Payrof Specialist						
	Registered Heath Information Tech (RHIT)						
	Talecommunications Operator (_					
	The second second second is						
15	Oner Support Specialist	532,629	\$40,786	\$48,944	****	235/25	250000
	Operations Assistant	\$32,029	340,706	348,944	\$15.69	\$19.61	\$23.53
	Victin/Witness Program Assistant						
16	Account Clark			Genetalian I			V
- 0	Deputy Medical Examiner	\$30,345	\$37,931	\$45,518	\$14.50	\$18.24	\$21.88
	Economic Support Specialist				12/6/2005-0		No.
	Fraud Investigator Aide						
	Manterance Services Associate						
17	Administrative Assistant I	\$28.221	\$35,276	\$42,331	\$13.57	\$16.96	\$20.35
	muman Services Support Specialist	20000000	5-2334(8.532)	4.1610-61	-	410,00	9400,00
	Youth Cam Worker	-					
18	Open	\$26,245	\$32,807	\$39,368	\$12.62	\$15.77	\$16.93
19	Certified Nursing Assistant	\$24,408	\$30,510	\$36,612	\$11.73	****	****
	Cook	824,400	930,010	330,012	911.7a	\$14.87	\$17.60
20	Administrative Clerk	\$22,700	\$28,378	\$34,050	510.91	121200	
	Assistant Zookeeper	acc.700	820,070	834,050	910.H1	\$13.64	\$16.37
	Building Services Associate						
21	OPEN	\$21,111	\$26,368	\$31,686	\$10.15	\$12.69	\$15.22
		20000		20000000	250/33/VE = 1	o tuzione	20,2000
22	Balif	\$19,633	\$24,541	\$29,449	\$9.44	\$11.80	\$14.16
	Food Service Associate			5500.00	5-94550		314.10
23	Husbandry Assistant	\$18,259	\$22,823	\$27,388	\$8.78	\$10.97	\$13:17
24	Guest Services Associate	#40 mg =	was been			1.2000	
20		\$16,981	\$21,226	\$25,471	\$8.16	\$10.20	\$12.25
	Minimum and meximum values are outcutsted +/- 20% around	midpoint					

Minimum and meximum values are culculated +i- 20% around midpoint Progression between midpoints 7%.

February 2015

Prepared by Wigfs LLF and County Project Team

RESOLUTION/ORDINANCE SUBMISSION TO COUNTY BOARD

DATE:	03/31/15
REQUEST TO:	Executive Committee
MEETING DATE:	04/06/15
REQUEST FROM:	Warren Kraft Human Resources Director
REQUEST TYPE:	☑ New resolution☐ Revision to resolution☐ New ordinance☐ Revision to ordinance
TITLE: Resolution I	Regarding Brown County Classification Salary Range
county positions ensur	D INFORMATION: ok place comparing all county positions with market and/or other comparable ring internal and external equity. As a result of this study, all positions were assification specifications and the Brown County Classification Salary Range
ACTION REQUESTED Approval of the Brown	<u>D:</u> County Classification Salary Range as an initial step to pay market rate.
FISCAL IMPACT: NOTE: This fiscal impact necessary.	portion is initially completed by requestor, but verified by the DOA and updated if
6. Is there a fiscal im	pact? □ Yes ⊠ No
a. If yes, what is	the amount of the impact?
b. If part of a big	ger project, what is the total amount of the project?
c. Is it currently	budgeted? ☐ Yes ☐ No
1. If yes, in	which account?
2. If no, how	v will the impact be funded?

oxdiv Copy of resolution or ordinance is attached

Brown County Base Compensation Plan	
灌木型 。	
Brown County Executive Committee WIPFLI. April 6, 2015	
Project Overview	
Objectives of a Compensation Plan Plan Design Process (Completed) Internal Equity Analysis Polet Factor Evaluation Method External Mark Positions ST Banchmark Positions	
- External Market Data - Salary Structure Development - Benchmark Positions - Stoted Jobs - Comprisative Ratio Analysis - Steps After Salary Structure is Approved	
were t	
Objectives of a Base Compensation Plan	:S_USS_
 Pay salaries equitable for work being performed 	
Ensure equitable pay across departmental lines	(<u></u>
 Attract and retain qualified employees 	
 Minimize inconsistent administration of pay 	
 Ensure wages are comparable within the market you compete with for employees 	8
La servi	

Creating a Base Compensation System

110-L

Created Classification Specifications (Class Specs) Position Description Questionnaires submitted	Created Classification Specifications (Project Team) Performed an Internal equity analysis (Project Team) Conducted an external market analysis (Wipfli) Designed a salary structure (Wipfli) Conducted a comparative ratio analysis (Wipfli) Created Classification Specifications (Class Specs)		Process
Created Classification Specifications (Class Specs) Position Description Questionnaires submitted	Created Classification Specifications (Class Specs) Position Description Questionnaires submitted by departments specifying actual duties Like positions lumped into same Class Spec A point factor evaluation system was applied to each Class Spec which determined internal equity points Factors used: Skills - education and experience Responsibilities - acopatievel, leadership/administrative, public/bustomer relations, budget impact, and complexity/impact Effort - physical exertion/environmental hazards		Created Classification Specifications (Project Team) Performed an Internal equity analysis (Project Team) Conducted an external market analysis (Wipfli) Designed a salary structure (Wipfli)
(Class Specs) Position Description Questionnaires submitted	Position Description Questionnaires submitted by departments specifying actual duties Like positions lumped into same Class Spec A point factor evaluation system was applied to each Class Spec which determined internal equity points Factors used: Skills - education and experience Responsibilities - accordingle, leadership/administrative, public/buestomer relations, budget impact, and complexity/impact Effort - physical exertion/environmental hazards	Mary	
(Class Specs) Position Description Questionnaires submitted	Position Description Questionnaires submitted by departments specifying actual duties Like positions lumped into same Class Spec A point factor evaluation system was applied to each Class Spec which determined internal equity points Factors used: Skills - education and experience Responsibilities - accordingle, leadership/administrative, public/buestomer relations, budget impact, and complexity/impact Effort - physical exertion/environmental hazards		Control Classification Caraffinations
Like positions lumped into same Class Spec A point factor evaluation system was applied to	equity points Factors used: Skills - education and expariance Responsibilities - acopatevel, leadership/administrative, public/outsimer relations, budget impact, and complexity/impact Effort - physical exertion/environmental hazards		Class Specs Position Description Questionnaires submitted by departments specifying actual duties Like positions lumped into same Class Spec A point factor evaluation system was applied to
equity points Factors used: Skills – education and exparience Responsibilities – scoportivel, leadershoradministrative, publicioustemer relations, budget impact, and complexity/impact	WUSE 1		equity points Factors used: Skills - education and experience Responsibilities - acopartevel, leadership/administrative, public/bustomer relations, budget impact, and complexity/impact
The state of the s		NAME OF TAXABLE PARTY.	Effort physical exertion/environmental hazards
Conducted an internal equity analysis to determine the relative value of each position to other position within the County on the basis of			
determine the relative value of each position to other positions within the County on the basis of compensable factors. The internal equity analysis was conducted by the County Project Team for all positions, then	The internal equity analysis was conducted by the County Project Team for all positions, then		
determine the relative value of each position to other positions within the County on the basis of compensable factors. The internal equity analysis was conducted by the County Project Team for all positions, then reviewed by Wipfit. The result of the analysis was a ranking of the Class Specs starting from the position with the top number of points to the position with the	The internal equity analysis was conducted by the County Project Team for all positions, then reviewed by Wipfit. The result of the analysis was a ranking of the Class Specs starting from the position with the top number of points to the position with the		

Creating a Base Compensation System

2 10·L

External Market Analysis An external market analysis determined the market value of each Class Spec by comparing it to published compensation survey data and wage data for comparable counties. (Outagamie, Winnebage and Racine) For each benchmark Class Spec, a midpoint was calculated using this survey and other county wage data. Used the functions of the Class Spec to match the survey data, not job title. External Market Sample WIPPLL WIPPLA W

Creating a Base Compensation System

structure.

 The salary structure design was created utilizing the Internal Equity Analysis and External Market Analysis.

 Typically, the External Market Analysis will be the primary consideration for the development and placement of positions within the salary

 The benchmark positions were sorted and grouped by external market value with like midpoints grouped together.

3 10-L

Brown County Salary Structure	
The salary structure begins with the top paid position. Subsequent ranges are then developed on the basis of the remaining pay groups.	
 Brown County has a 7% progression between midpoints of each pay grade. 	
Each pay grade is 20% +/- the midpoint.	
 All Class Specs were incorporated into the salary structure. 	
Benchmark positions (67 Class Specs – 969 amployées)	
Slotted positions (77 Class Specs – 309 employees)	A A SECTION OF THE SE
Preliminary salary structure reviewed to determine if the pay groups made sense within the County. Considered the Internal Equity Analysis and made any necessary adjustments on the basis of the relative value of the positions within the County.	
 Internal equity is considered if the value of the position internally differs from the external market or if external market data is unavailable. 	
Comparative Ratio Analysis	劃
This analysis allows the County to determine where current rates of employee pay fall in relationship to the newly established salary	
structure midpoints.	
 Brown County's average compa-ratio is 102%. This is the average compa-ratio of all Brown 	
County employees.	
 Pay grades 1-11 had a compa-ratio of 98% Pay grades 12-23 had a compa-ratio of 103% 	×
	of I

Creating a Base Compensation System

4 10L

Grad	Job Title BENCHMARK POSITIONS	Minimum	Annual Midpoint	Maximum	Minimum	Hourly Midpoint	Maximu
t	OPEN	\$90,125	\$112,656	\$135,187	\$43.33	\$54.16	\$64.99
2	Corporation Counsel Director of Advanistration Director of Human Services	\$83,816	\$104,770	\$125,724	\$40.30	\$50.37	\$60.44
3	Airport Director Oned Information Officer Director of Port and Resource Recovery Director of Public Works	\$77,949	\$97,436	\$116,923	\$37.48	\$46.84	\$86.21
4	Advanced Practice Nurse Prescriber Director of NEW Zoo and Parks Human Resources Manager Human Services Administrator	\$72,492	\$90,616	\$108,739	\$34,85	\$43.57	\$52.26
5	Court Commissioner Deputy Assistant Corporation Counsel Director of Nursing (Hospital) Director of Public Safety Communications Engineering Services Manager Enance Manager Planning Director Psychologist	\$67,418	\$64,272	\$101,127	\$32,41	\$40.52	\$48.62
6	Director of Public Health Director, Child Support Program Highway Operations Manager	\$62,699	\$78,373	\$94,048	\$30,14	\$37.68	\$45.22
7	Assistant Corporation Counsel Change Management Facilitator Chief Medical Examiner Financial Supervisor Network Architect Norsting Supervisor Principle Planser Public Health Supervisor Senior Civil Engineer	\$58,310	\$72,887	\$87,465	\$28.09	\$35.04	\$42.06
8	Applications Supervisor Assistant Director of Public Safety Communications Building Services Superintendent County Consensations Emergency Management Coordinator Environmental Health & Lab Supervisor Fleet Superintendent God Course Superintendent Human Services Manager Museum Director Operations Manager	\$54,228	\$67,785	\$81,342	\$26.07	\$32.59	\$35.11
9	Animals Curstor Civil Engineer Economis Services Support Coordinator Environmental Health Sanitarian Highway Operations Superintendent Human Services Superintendent Human Services Superinter Project Manager Public Health Nume Register in Probete Hegister of Nume Risk Specialist Service Financial Analyst Service Financial Analyst Service Planneer Veteran's Services Officer	\$50,432	\$63,040	\$75,648	\$24.25	\$90.31	\$36.37

Business Development Analysts Committy Hautile Sciences Escination Marketanics Escination Marketanics Escination Marketanics Uperations and Marketanics Supervisor Purchasing Specialist 11 Busiding Services Supervisor Chird Support Supervisor 12 Chird Deputy Clark Commercial Supervisor Chird Support Specialist Febourns supervisor Chird Support Supervisor Chird Support Specialist Febourns supervisor Chird Support Specialist Febourns supervisor Chird Support Specialist Febourns supervisor Chird Supervisor Chird Support Specialist Febourns supervisor Chird Support Specialist Febourns supervisor Febourns supervisor Chird Support Specialist Febourns supervisor Febourns supervisor Febourns supervisor Chird Support Specialist Febourns supervisor Febourns supervi	Grade	Job Title	Minimum	Annual Midpoint	Maximum	Minimum	Hourly Midpoint	Maximun
Business Development Analysis Community Health Established Execution (Marter) Financial Analysis Operations and Markenance Supervisor Purchasing Specialist 11 Busiding Services Supervisor Child Support Supervisor Child Supervisor Supervisor Generation Supervisor Planner Service Coordinator Vulnipans Services Coordinator Vulnipans Services Coordinator Vulnipans Services Coordinator Planner Service Harlan Sudouce Generality Services Coordinator Planner Service Harlan Sudouce Generality Education Specialist Education Specialist Education Specialist Education Specialist Education Specialist Programmer Radio Communications Specialist Secial Warker Subdance Aluse Coursefor Systems Specialist Felocommunications Operator III Vector/Without Coordinator Communications Operator III Vector/Without Coordinator Communications Operator III Vector/Without Coordinator Operations Operator III Vector/Without Coordinator Operator Recovery Specialist Felocommunications Sp	145	BENCHMARK POSITIONS			SWOOT.	0.000.000.000		
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Electronar (Martin Financiar Analysis Operations and Martinarios Supervisor Purchasting Specialist Supervisor Operations and Martinarios Supervisor Oried Supervisor Chief Supervisor Supervisor Operation Supervisor Planner Supervisor Planner Supervisor Super								
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Concessional Official Court Reporter Data Telecommunications Specialist GIS & Databasse Analyst Figure Reporter Law Clerk National Reporter Network Support Specialist Figure Reporter Specialist Figure Reporter Repor		North Control Office	697 796	647 157	esc sap	R18 14	\$22.67	\$27.21
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Network Support Specialist Protection Specialist Property Listing Specialist Protection Operator II Zookseper 14 Administrative Assistant Enginery Assistant Emergency Management Specialist Proof Service Supervisor Last Engineer Condition Lab Tochnician Light Assistant Licensed Property Registered Health Information Tech (RHIT)			-					
Park Services Specialist Property Litting Specialist Telepotrishing Edition (Specialist) Telepotrishing Edition (Specialist) Telepotrishing Agentum (Specialist) Certified Occupational Therapist Assistant Department Assistant Emergency Management Specialist Food Service Supervisor Litting Service Supervisor Litting Service Supervisor Lab Technicism Litting Assistant Exercised Practical Ruins Network Support Clerk Playof Specialist Registered Health Information Tech (RHIT)								
Telecommencations Operand II Zookseper 14 Administrative Administ								
Telecominarisation Operator II Zookeeper 14. Administrative Agentini E. \$35,085 \$43,866 \$52,628 \$16.87 \$21.08 \$ Certified Occupational Therapist Agentini Department Assistant Emergency Management Specialist Pood Service Supervisor Caust Benisses Locardinator Healty Equipment Operator Lab Technician Lingui Assistant Licensed Practical Fune Network Support Clerk Physic Support Clerk Ph		Property Listing Specialist						
Administrative Administrative Administrative Security Contract Operational Therapist Administrative Security Specialist Food Service Supervisor Cure Superviso		Telecommonicatione Operator II						
Continued Occlinational Therapist Assessment Department Assistant Emergency Management Specialist Food Service Supervisor Lanet Genices Coordinater Healty Equipment Operator Lab Technician Lingut Assistant Licensed Practical Nurse Network Support Clerk Physiol Specialist Registered Health Information Tech (RHIT)		Zookeeper				l l		
Continued Occlinational Therapist Assessment Department Assistant Emergency Management Specialist Food Service Supervisor Lanet Genices Coordinater Healty Equipment Operator Lab Technician Lingut Assistant Licensed Practical Nurse Network Support Clerk Physiol Specialist Registered Health Information Tech (RHIT)			45.0000		-5804/18	venera.		
Department Assistant Emergency Management Specialist Food Service Supervisor Guest Estenates Coordinates Health Equivarient Operator Lab Technician Legal Assistant Licenand Practical Nurse Network Support Clerk Physic Support Clerk Physic Support Clerk Physic Separation Registered Health Information Tech (RHIT)		Administrative Agestant - Certified Occupational Therapud Assessment	\$35,085	\$43,866	\$52,628	\$16.87	\$21.08	\$25,30
Emergency Management Specialist Food Service Supervisor Guert Genvice Supervisor Health Equipment Operator Lab Technician Legal Assistant Licenset Practical Russ Network Support Clark Phylot Specialis Registered Meath Information Tech (RMIT)								
Eurest Genetices Coordinates Heavy Equipment Operator Lab Technician Lagui Assistant Licensed Practical Nurse Network Support Clerk Privet Specialist Registered Meath Information Tech (RMIT)	1	Emergency Management Specialist						
Healty Equipment Operator Lab Technician Legal Assistant Licensed Practical Nurse Network Support Clerk Philips Specialist Registered Health Information Tech (RHIT)			_					
Engal Amistant Exercised Principal Nurse Network Support Clerk Payor Specialist Registered Meath Information Tech (RMIT)			-					
Licensed Practical Number Network Support Clerk Payor Speciatio Registered Heath Information Tech (RHIT)	1	Lab Technician						
Network Support Clerk Physics Specialist Registered Heath Information Tech (RHIT)								
Payrot Specialist Registered Heath Information Tech (RHIT)								
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Control of the state of the sta		Registered Heath Information Tech (RHIT)						
		Constitution of the state of th						
15 Civid Support Specialist \$32,629 \$40,786 \$46,944 \$15.69 \$19.61 \$	923		g0290000		11942-011	Company of	225.00	\$23.53

Grac	de Job Title BENCHMARK POSITIONS	Minimum	Annual Midpoint	Maximum	Minimum	Hourly Midpoint	Maximun
	Operations Assistant Victim/Witness Program Assistant						
16	Account Clerk Deputy Medical Examiner Economic Support Specialist Fraud Investigator Aide Mantenance Services Associate	\$30,345	\$37,931	\$45,518	\$14.59	\$18.24	\$21.88
17	Administrative Assistant I Human Services Support Specialist Youth Care Worker	\$26,221	\$35,276	\$42,331	\$13.57	\$16.96	\$20.35
18	Open	\$26,245	\$32,807	539,368	\$12.62	\$15.77	\$18.93
19	Administrative Clerk Certified Nursing Assistant Cook	\$24,408	\$30,510	\$36,612	\$11.73	\$14.87	\$17.60
20	Assistant Zookeeper Building Services Associate	\$22,700	\$28,375	\$34,050	\$10.91	\$13.64	\$16.37
21	OPEN	\$21,111	\$26,388	\$31,666	\$10.15	\$12.69	\$15.22
22	Boiltt Food Service Associate	\$19,633	\$24,541	\$29,449	\$9.44	\$11.50	\$14.16
23	Husbandry Assistant	\$18,259	\$22,823	\$27,388	\$9.78	\$10.97	\$13.17
24	Queet Services Associate	\$16,981	\$21,226	\$25,471	\$8.16	\$10.20	\$12.25

Minimum and maximum values are calculated +/- 20% around midpoint Progression between midpoints 7%;

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April 2015

Prepared by Wipfii LLP and County Project Team

Page 5

Job Title			- Mid.		Compa	NAME OF STREET	Impact of	
BENCHMARKPOSITIONS	Dept	Min	Point	Max	Ratio*	Comment	Financial Adjustment	c
OPEN		SAR DA	\$54.18	80.00			-	
		930,04	304.10	\$64.89			-	-
Corporation Counsel	Corporation Counsel							+
Drocke of Administration	Administration	\$40.30	\$60,37	\$50.44	102%			
Oronto of Human Bowens	Human Services	\$40.30	\$50.37	\$60.44	102%			-
	Maria Indiana da	-	2000	2000	100270		_	+
Arging Director	Airport	F77.40	E 40 0 V					
Overtion of Port and Resource Recovery	Technology Services	\$37.46	\$46.84 \$46.84	555.01	102%			
Director of Fidal Works	Port & Resource Recovery Public Works	\$37.48	\$46.84	\$56,21	94%		_	+
	Public trans	\$37,48	\$45.84	\$56,21	104%			t
Advanced Practice Nurse Prescriber		48,040.00	200	15 A T			-	
Pulvanced Practice Nurse Prescriber	Human Services Human Services	\$34.85	\$43.57	\$52.28	108%			+
Unector of NEW Zoo and Parks	NEW Zoo & Parks	\$34.85	\$43.57 \$43.57	\$52.28	now			
Human Reporter Managor Human Soryces Administrator	Human Resources	\$34,85	\$43.57	\$52.28	90%			-
	Huttan Services	\$34.85	\$43.57 \$43.57	\$52.28	94%			H
Court Chancel Line		-						
Court Commissioner Court Commissioner	Circuit Courts	\$32.41	\$40.52	\$48.62	100%			F
Court Commissioner	Circuit Courts	\$32.41	\$40.52	\$48.62	100%			
Court Commissioner	Circuit Courts Circuit Courts	\$32,41	\$40.62	548.62	92%			\vdash
Deputy Assistant Corporation Counsel	Corporation Counsel	\$32.41	\$40.52	\$48.62	88%			
Director of Public Safety Communications	Human Services	\$32.41	\$40.52	\$48.82	DRM.			
Engineering Services Manager	Public Safety Communications Public Works	\$32.41	\$40.52	\$48.82	105%			
Planning Oirector	Administration	\$32,41 \$32,41	\$40.52	548.82	92%			
Psychologist	Planning	\$32.41	\$40.52	\$48.62	103%			
- Control of the Cont	Human Services	\$32.41 \$32.41	540.52	\$48.62	103%			
more of Care In the			-	-				
Proctor of Pures: Health Denotor, Chief Eupport Pengram	Hoalth	\$30.14	\$37.68	\$45.22	103%			
Highway Operations Manager	Child Support Public Works	\$30.14	\$37.68	\$45.22	86%			
	2000 1130/02	\$30.14	837.68	145.22	99%			
Stream Corporation Commun				_				_
Assistant Corporation Cournel	Corporation Counsel Corporation Counsel	\$26.03 1	35.04					-
Anniam Committee Commit	Corporation Counsel	\$28.03	35.04 5		02%			
Solisted Copposition Counsel Solisted Copposition Counsel	Corporation Coursel Corporation Coursel	\$28.03	35.04 1	42.05	90%			
All Hilliant Controversion Commission	Corporation Coursel	\$28.03 1	35.04 5	42.05	20%			_
Jumpe Management Facilities	Corporation Counsel Human Resources	\$28.03 \$	35.04 5	42.05	18%			-
hief Medical Examiner	Medical Examiner	\$28.03 \$ \$28.03 \$	35.04 \$	42.05	100			
Vetwork Architect	Administration	\$28.03 3	35.84	42.05	95% 05%			
omeny Superstane	Fechnology Services	\$28.03 \$	35.04 \$	42.05	7%			_
UTSLOG STUDIONARY	Human Services Human Services	\$28.03 \$	35.04 \$					
ubic Heath Supervitor ubic Heath Supervitor	Health	\$28.03 \$	35.04 8	42.05	01%			
rincipel Planner	Health	\$28.03 \$ \$28.03 \$	35,04 \$	42.05	0%			-
incpel Planner	Planning Planning	\$28.00 \$	35.04 \$	42.05 1	01%			
trick Crof Engineer oner Crof Engineer	Public Works	\$28.03 \$ \$28.03 \$	35.04 5		7%			
and the targetter	Public Works	\$28.03 \$			5% 7%			
	1 1200	-		TALLED C	2.79			
pications Supervisor	Technology Services	***						_
ssistant Director of Public Safety Communications	Public Salety Communications	\$26.07 \$: \$26.07 \$:	32,50 \$	19,11 1				
Contract outpermendent	PUBLIC Works	526.07 \$	12.59 \$	9.11 10	7%			4
Pical Therapis Dical Thomass	Human Services	\$26.07 \$3	32.59 \$	9,11 8	5%			4
True Thirospiel	riuman siervices	\$26.07 \$3	2.59 \$3	9.11 8	3%			
IV.38 Thoropist	Human Services	\$26.07 \$3 \$26.07 \$3	2.59 83	8 11.91	9%. (AL			. 1
lical Thirapid	Human Services				5% 5%			- 1
nicae Thirrippiar	Human Services	\$26,07 \$3	2.59 53	9.11 0	2%			
near Through) near Through	Human Services	\$28.07 \$3 \$26.07 \$3	2.59 \$3	9,11 8	5%			
	Human Services	\$26.07 \$3	2.59 \$3	9.11 10	1%			- 3
Barriel Thistocherical	Human Services	\$26.07 \$3	2.59 \$3	9 11 10	196			3
NEISE Thorswell	Human Services Human Services	\$26.07 \$3	2.59 \$3					- 5
orial Therapisi stal Therapisi	Human Services	\$26.07 \$3 \$26.07 \$3	c no 123	9.11 10	1%			13
WEST PROPERTY.	Human Services	\$26.07 \$3	2.50 53	0.41	1.76			3
SCIE THEODOX	Human Sarvices	526.07 \$3	2.59 63	0.11 DE	%			-
ICM Therapiri	Human Services	\$26.07 \$3 \$26.07 \$3	2.50 \$30	9.11 10	196			3
ally Compowitional					96			3

HOWAR COUNTY			
HELDER CONTRACTOR		IS SHEPERCENTILE HENCHMARK POSTIONS (2.13.26)	400
The state of the second	CONTRACTOR OF THE PROPERTY OF THE PARTY OF T	A COMP IN RECENSIVE CONTRACTOR PROSESSION OF THE PROPERTY OF T	diam'r.

	Jeb		1	Yiel Point	Max	Compa Ratio	Comment.	Financial Adjustment	q
	THE RESERVE OF THE PARTY OF THE	Dept	Min	Holm	STORKS.	The same of			1
THE CO.	HOMMON POSITIONS	WITH BUILDING	\$26.07	\$32.50	\$39.11	89%			
Em	orgency Management Coordinator	Public Salety Communications	\$26.07	\$32.50	\$30.11	98%			
Env	Aronmental Health & Lab Supervisor	Health	\$26.07 \$26.07	\$22.50	\$30.11	NECK.			
Flor	et Superintendent	Public Works	\$20.07	852.08	830.11	00%			1
	K Course Superintendery.	Golf Course	\$26,07	35Z.0B	\$39.11	105%			1
1000	near Services Manager	Human Services	\$20.07	\$32.59	\$39.11				+
1000	non-Service Manager	Human Services			\$39,11	104%			+
1000	The state of the s	Human Services	\$26.07	\$32.59	\$39.11	113%			+
CHA	Disposing Commission	Museum	\$26.07	\$32.59	\$39.11	105%			+
MSS	seum Director	NEW Zoo & Parks	526.07	1832.59	1539,11	105%			-
	erations Manager	Port & Resource Recovery	\$26.07	\$32.50	\$39.11	986/			4
	erations Manager	Airport	\$26.07	\$32.59	\$39.11	104%			-
Ope	erations Manager	Chellon.							+
+-		Company of the compan		-		-			+
Arm	imals Curator	NEW Zoo & Parks	\$24.25	\$30.31	\$36.37	84%	W. Territory and Control	\$876	+
Chi	il Engineer	Public Works	\$24.25	\$30.31	\$36.37	79%	below minimum	5010	+
549	il Engineer	Land and Water Con	\$24.25	\$30.31	\$36.37	81%			+
		Land and Water Con	1524.25	1.530.31	1838.37	8176			+
CW	it Engineer	Human Services	\$24.25	\$30.31	\$36.37 \$36.37	98%			-
100	CONTRACT DEPOSIT SACRONS		\$24.25	\$30.31	\$36.37	100%			
10	inconnector (Health, Sandamore,	Health	\$24.25	\$30.31	\$36.37	99%			
10	empressorement Santoning	Health			\$30.37				F
1	at conjustification Continues	Health	\$24.25	530.31	\$36.97	99%			
lin	PROCEEDING STOCKED STOCKED	Health	1504 oc	\$30.34	\$36.37 \$36.37	96%			1
En	VICTORIERATE NAME STREET	Health	504.65	\$30.31	538 37	98%			T
Time	commission emales Sandamus	Health	\$24.25	830.31	\$36.37				1
Hio	chargy Operations Superintendent	Public Works	864.60	\$30.31	\$36.37	107%			+
Him	www.Operations.Superintendent	Public Works							+
Hile	hway Operations Superintendent	Public Works	524.25	\$30.31	\$36.37 \$36.37 \$36.37 \$36.37 \$36.37 \$36.37 \$36.37 \$36.37	107%			+
100	CONTRACTOR STANCESCO	Human Services	\$24.25	\$30.31	\$36.37	110%	-		+
15	mon Servicen Supervision	Human Services	\$24.25	\$30,31	336,3				+
100	contributions Superistra	Human Services	\$24.25	\$30,31	\$30.37	100%			+
1	mon thereign Emperoren	Human Services	\$24.25	\$30.31	\$36.37	110%			+
-	man Surveys Augustan	Human Services	\$24.25	\$30,31	\$36.37	100%			+
-	man Sarades Reported	Human Services	\$24.25	\$30.31	\$36.37	100%			1
- 1		Human Services	\$24.75	\$30.31	\$36.37	101%			1
110	езии биря ст Върголог	Human Services	524.25	\$30.31	\$36.3	1019		15 5	1
150	enni Sarvaire Saprivine	sheepo Sondrae	524.25	\$30.31	\$36.3 \$36.3	1049			1
120	mun hinyawa Supunyawa	Phyman Services	524.25	\$30.31	\$36.3	7			
1259	ASSES DELEVED DESIGNATION	Human Services	924.20	\$30.31	536.3	7 1265	at or obeye maximum		T
Pro	sject Manager	Technology Services	\$24.20 \$24.25	\$30.3	\$36.3 \$36.3 \$36.3	7 105%			T
	Sject Manager	Technology Services	524.20	830.3	930.3	7 19527			+
	oject Manager	Technology Services	\$24.25	\$30.3	\$30.3	2 4000			+
Por	oject Manager	Administration			\$36.3				+
15	Carl Michigan Military	Health	1524.25	\$30,3	\$36.3	7 1019			+
in.	the Productions	Health	\$24.25	\$30.3	\$36.3 \$36.3	7 9019			+
100	MAN THOUGH FRANCE	Health	\$24.25	\$30.3	\$36.3	7 9019			+
- 15	DE PROBLEMANT	Health	\$24.25	\$30.3	\$36.3	7 1019			+
-EV		Health	\$24.25	\$30.3	\$36.3 \$36.3 \$36.3	7 1017	6		4
- 123	ring Holdington on	Health	\$24.25	\$30.3	\$36.3	7 1003	6		
JEV.	my Origination		524.25	\$30.3	\$36.3	7 1005			
Ev	DEC HOME CHASE	Health	524.25	\$30.3	\$36.3 \$36.3 \$36.3	7 1004			
P14	DACHORIS PUBLIC	rieath	524.25	830 3	336.3	7 1007			\top
371	DAT FROM TO LUMB	Health	324.25	630.3	\$36.3	7 1005			\pm
21	DECTROPP MUSE	Health	964.65	830.3	\$30.3	7 1005			+
717	Auto President Marchi	Health			\$36.3				+
PA	EST. Secret March	Health			\$36.3			_	+
	ESC TWOMP NOTE:	Health	\$24.25	\$30.3	\$36.3	7 1001			+
Be	egister in Protein	Circuit Courts	\$24.25	\$30,3	\$35,3	7 1079			+
133	CONTROL TO SERVICE STATE OF THE SERVICE STATE OF TH	Human Services	\$24.25	\$30.3	1 \$36.3	7 91%			1
- 125	Description of the State	Human Services	\$24.25	\$30.3	1 \$36.3 1 \$36.3 1 \$36.3	7 995			
-12		Human Services	\$24.25	530.3	1 \$36.3	7 965			
-12"		Human Services	524.25	\$30.3	1 \$36.3	7 965			
177			\$24.20	1 330 3	1 \$36.3	7 919			
- Free	CAMPAGE CONTROL	Human Services	\$24.20	4303	1 536 3	7 855			
177		Human Services	\$24.6	430.3	1 \$36.3 1 \$36.3	7 903			1
Th.	- Grehmon Zeume	Human Services	1000	\$30.3	1 \$36.3	7 965			1
1	HISTORY STATES	Homan Services							+
		Human Services	324.2	330.3	1 \$36.2			1	+
	egidenika Media	Human Services	\$24.25	330.3	1 \$36.3 1 \$36.3	7 859			+
7		Human Services	\$24.2	\$30.3	1 536.3	7 859		-	+
		Human Services			1 \$36.3			-	4
		Human Services	\$24.2	5 \$30.3	1 \$36.3	7 919			4
		Human Services	1\$24.29	5 \$30.3	5 536.3	7 889	6		
-0		Human Services	\$24.2	\$ \$30.3	1 \$36.3 1 \$36.3 1 \$36.3	7 855			
-	OFFICE OF STREET		574.2	5 530.3	1 536 3	7 915			
1		Human Services	\$26.2	5 530 3	1 536 3	17			
. 111	CENTROL TRESE	Human Services	524.2	E 1 630 3	1 536 3	7 915	£ -		\neg
H	HIGHWARD THEFT	Human Services	524.2	2 1 4 30 4	1 536.3 7 536.3	17 219		1	-
111	HIMPIPAL HARSE	Human Services	964.2	9 9.30.2	4 430.0	17			\rightarrow
7 10	ogramod Marce	Human Services	\$24.2	5 \$30.2	1 \$36.3	10 000		-	\rightarrow
100		Human Services					6	-	\rightarrow
	impositione forme	Human Services	\$24.2	5 \$30.3	1 \$35.2	17.1			-
		Human Services	\$24.2	5 \$30.3	1 \$36. 1 \$36. 1 \$36.	37			
100		Human Services	\$24.2	5 530.3	1 \$36	37			
-						37 85			

TBIA: Properties Well LLF and County Major Thomas

Job		AND THE RESERVE OF THE PARTY OF	Impact of
BENCHMARK POSITIONS	Dept	Mid Compa Min Point Wax Ratio* Comment	Financial Adjustment Co
Plagasterna Nursu	Human Services		13
Registered Name	Human Services	\$24.25 \$30.31 \$36.37 96%	
Registered Micho	Human Services	\$24.25 \$30.31 \$36.37 †13%	
Registered Name	Human Services Human Services	\$24.25 \$30.31 \$36.37 113%	
Registered human	Human Services	\$24.25 \$30.31 \$36.37 112% \$24.25 \$30.31 \$36.37 113%	
Riggstored Nurse	Human Services	\$24.25 \$30.31 \$36.37 \$13% \$24.25 \$30.31 \$36.37 \$12%	
Hagastered Nurse	Human Services	\$24.25 \$30.31 \$38.97 44382	
Registered Norse	Human Services Human Services	\$24.25 \$30.31 \$36.37 112%	
Registerna tesme	Human Services	\$29.20 \$30.31 \$36.37 113%	
Figuresia Nucce	Muman Servicas	\$24.25 \$30.31 \$36.37 112% \$24.25 \$30.31 \$36.37 113%	
Registered Name	Human Services	\$24.25 \$30.31 \$36.37 113%	
Risk Specialist	Human Services Administration	\$24,25 \$30.31 \$36.37 113%	
Sensor Financial Acatyo	Administration	\$24.25 \$30.31 \$36.37 117% approximation \$24.25 \$30.31 \$36.37 93%	
Service E-manufact doubled	Administration	\$24.25 \$30.31 \$36.37 103%	
Senior Financial Analyst	Administration Administration	\$24.25 \$30.31 \$36.37 98%	
Servor Expensial Analysis	Administration	\$24.25 \$30.31 \$36.37 98%	
Sensor Financial Analyst Sensor Financial Analyst	Board Office	\$24.25 \$30.31 \$36.37 98% \$24.25 \$30.31 \$36.37 104%	
Senior Planner	Public Works	\$24.25 \$30.31 \$36.37 111%	
Senior Planner	Planning	\$24.25 \$30.31 \$36.37 104%	
Senior Planner	Planning Planning	\$24.25 \$30.31 \$36.37 101%	
Senior Planner Senior Planner	Planning	\$24.25 \$30.31 \$36.37 96% \$24.25 \$30.31 \$36.37 86%	
Veterari's Services Officer	Planning	\$24.25 \$30.31 \$36.37 89%	
	Veterans Office	\$24.25 \$30.31 \$36.37 96%	
BOOK THE THE			
Business Development Analyst	Human Resources	\$22.56 \$28.19 \$33.82 110%	
Community Health Educator	Port & Resource Recovery	\$22.55 \$28.19 \$33.82 119%	
Community Health Educator	Health Health	\$22,55 \$28.19 \$33.82 91%	
Juniturity Health Educator Juniturity Health Educator	Hearth	\$22.55 \$26.19 \$33.82 85% \$22.55 \$26.19 \$33.62 61%	
community Health Educator	Health	\$22.55 \$28.19 \$33.82 81%	
community Health Educativ	Heath	\$22.55 \$28.50 \$33.62 \$46.	
Millioner (Adeser)	Arport	\$22.55 \$28.19 \$33.82 81% \$22.65 \$28.0 \$33.82 81%	
Bethician (Masher)	Airport	\$22.55 \$28.19 \$33.82 109% \$22.55 \$28.19 \$33.82 107%	- 4
manical Analysi	Public Works	\$22.55 \$25.19 \$33.82 10954	- 4
Aumout Analyst	Administration Topograms Office	\$22.55 \$28.19 (\$33.82 96%)	4
Hanciel Analysi	Treasurer Office Administration	\$22.55 \$28.19 \$33.82 82%	1
HARLING ANALYSI HARLING ANALYSI	Administration	\$22.55 \$28.19 \$33.82 96% \$22.55 \$28.19 \$33.82 93%	2
Hancar Analyst	Clerk of Courts	\$22.55 \$28.19 \$33.82 93% \$22.55 \$28.19 \$33.82 100%	2
perations and Maintenance Supervisor	Human Services	\$22.55 \$28.10 \$33.82 +126	3
penations and Maintenance Supervisor	Airport	\$22.55 \$29.10 \$22.52 1000	4
urchasing Specialist	Administration	\$22.55 \$28.19 \$33.82 98% \$22.55 \$28.19 \$33.82 11.3%	3
and the second s		33500 760 18 \$33.02 [11376]	- 4
ulding Services Supervisor	Public Worles		
hild Support Supervisor	Child Support	\$20.97 \$26.21 \$31.46 106% \$20.97 \$26.21 \$31.46 1226	4
hild Support Supervisor Irrical Lab Services Supervisor	Child Support	\$20.97 \$26.21 \$31.46 92% \$20.97 \$26.21 \$31.46 92%	2
president Corporat	Human Services	\$20.97 \$26.21 \$31.46 106%	2
MINISTER Corporal	Sheriff Sheriff	\$20.97 \$26.21 \$31.48 95%	4 2
Interes Corporal	Sheriff	\$20 97 1 \$26 24 1 \$24 AC OKK	2
entrins Corporal rectains Corporal	Sheriff	\$20.97 \$26.21 \$31.46 95% \$20.97 \$26.21 \$31.46 95%	2
arecounts Corporal	Sherif	\$20.97 \$26.21 \$31.46 95% \$20.97 \$26.21 \$31.46 95% \$20.97 \$26.21 \$31.46 95%	2
HISCHON Corporal	Sheriff	\$20.97 \$26.21 \$31.46 95%	2
mectors Corporal	Sheriff	320.97 320.21 \$31.46 95%	1 5
Particos Corporal Particos Corporal	Sheriff	\$20.97 \$26.21 \$31.45 95%	1 2
despitate Composit	Sheriff	\$20.97 \$26.21 \$34.46 066	2
therboris Corporal	Shoriff	\$20.97 \$26.21 \$31.46 95%	2
Stations Company	Sheriff Sheriff	\$60.87 \$25.21 \$31.46 R3%	1
Transport Company	Sheriff	\$20.97 \$26.21 \$31.65 98% \$20.97 \$26.21 \$31.65 98%	2
ris tinte Corporal De Turo Corporal Historios Corporal	Sheriff	\$20.97 \$26.21 \$31.46 96% \$20.97 \$26.21 \$31.46 96%	- 3
Historia Corporni	Sheriff Sheriff		2
fuctions Corporar	Sheriff	\$20.97 \$26.21 \$31.46 90% \$20.97 \$26.21 \$31.46 90%	2
rections Corporal rections Corporal	Shedill	320.97 326.21 \$31.46 DEN.	2
momic Support Supervisor	Sheriff	\$20.97 \$26.21 \$31.46 96% \$20.97 \$26.21 \$31.46 96%	2
romic Support Supervisor	Human Services Human Services	\$20.97 \$26.21 \$31.46 96% \$20.97 \$26.21 \$31.46 92%	2
HORNE SUpport Suppressive	Human Services	Percent \$20.21 \$31.46 W2%	2
nomic Support Supervisor	L. C. Control of Contr	\$20,97 \$26,21 \$31,46 00%, \$20,97 \$26,21 \$31,46 98%,	2

Pipe pile Pipe pile Open Op	Job million Title Laterier CHIDMS th Moments Services Coordinate mouse Services Coordinate	Human Services Human Services	\$20.97			46 1	10.700			-
Figure 1 (1) (1) (1) (1) (1) (1) (1) (1) (1) (th Information Services Coordinator deute Services Coordinator deute Services coordinator deute Services coordinator									
Capen Ca Capen Ca Ca Capen Ca Ca Capen Ca Ca Ca Ca Ca Ca Ca Ca Ca Ca Ca Ca Ca	displic Services S. Serenaum (Micro Topics 1900) (2009) Topics 1900	Human Services	\$20.97	\$26.21	\$31	46	107%	approaching macritime		
Calle	caces (agentinos		\$20.97	\$20.21	\$31 \$31	46	82%		-	
Calle	coors Supervisio	District Attorney	\$20.97	\$36.21	\$31.	66	108%			
Calle		NEW Zoo & Parks	\$20.97	\$36.21	837	46	108%			
Calle	ISOOM Supervisor	Human Services	\$20.97	\$20,21	1	46	92%			
Calle	specific Toperated	Public Works	\$20.97	520.21	180		95%			
Calle	GROTE Supervisor	Clerk of Courts		\$26.21			97%			
Calle	ranges Superitrat	Public Safety Communications	\$20.97	\$20.21			97%			
Calle	comme CodeCodard	Golf Course	\$20.97	\$26,21	854	46	95%			
Calle	minim Sypolics .	Public Safety Communications	\$20.97	\$26.21	801	46	98%			-
	nament Superiosor	Public Safety Communications		\$26.21			98%			
(B)	nombre September	Public Safety Communications		\$26,21			98%			
	nations Superfestor	Public Safety Communications		\$26.21			98%			
	ristom Supercoor	Public Safety Communications	\$20.97	\$20.21	831					-
	rodiore Supervisor	NEW Zoo & Parks	\$20.97	\$20.21	1857	45	102% 87%			
	nations Supervisine	Human Services	\$20.97 \$20.97	\$20,21	1 22.1	40				
	mattern begrevene	NEW Zoo & Parks	\$20.97	\$26.21	331	90	56%		_	+
	military frigorophics	Courts	\$20.97	\$26,21	231	40	86%		-	+
No.	Colores Constitutes	NEW Zoo & Parks	\$20.97	\$26,21	152	46	94%		_	+
Plan	nner.	Planning	\$20.97	526.21	1221		113%		-	+
Plan		Planning	1.850.05.1	325.21	1303	20	87%		_	+
Plan		Planning	\$20.97	\$26,21	1531	46	83%		-	+
Plan		Planning	520.97	\$26.21	\$31	46	81%		-	+
Plan		Planning	\$20.97	\$26.21	\$33	46	81%		-	+
		Planning	520.07	\$25.21	\$31	48	82%	177.71	-	+
Ptan		Public Works	\$20.97 \$20.97 \$20.97	\$26.21	\$31	46		at or obove maximum	_	+
Ptan		Public Works	\$20,97	\$26,21	\$31	46	100%		-	+
TART	Communication of the Communica	Human Resources	\$20.97	\$26,21	\$31	46	100%		_	-
Charl	etter Care Supervisor	Human Services	\$20.97	\$28.21	\$31	46	97%			+
Shad	ter Care Supervisor	Human Services	\$20.97	\$26.21	231	46-	108%		-	+
3 40	ten care superisor			-	-				_	+
				-	1	-			-	+
Chie	of Deputy	County Clerk	\$19.50	\$24.38	529	.25	102%		_	+
Chie	el Deputy	Register of Deeds	\$19.50	\$24.38	\$29	25	102%		-	+
Chie	of Deputy	Treasurer	\$19.50	\$24.38	\$29	25	108%		-	+
CHINA	CHARLES THE WAY	Land and Water Con	\$19.50	\$24.38	529		107%		-	+
	Control of the Chief	Land and Water Con	\$19,50	\$24.38	\$29		104%			+
		Land and Water Con	\$19,50	\$24.38	\$29		19%			+
		Land and Water Con	\$19.50	\$24,38	\$29		1015			+
		Land and Water Con	\$19.50	\$24.38	\$25	.25	101%			+
		Land and Water Con	\$19.50	\$24.38	\$29	.25	1019			+
		Land and Water Con	\$19.50	\$24.38	\$26	25		s as or above manimum		+
200	nation Consisting	NEW Zoo & Parks	\$19.50	\$24.38	\$20	1.25	82%			-
E00	ucation Specialist	Museum	\$19.50			25	87%			-
	ucation Specialist	Public Works	\$19.50	\$24.38	\$29	1.25	1079	6		
II les	ctrician (Journey)	Planning	\$19.50	\$24.38	\$25	1.25	88%			_
422	Karimer and a second	Public Works	\$19.50			1.25	1079	4		
		Public Works				1.25	1079			-
120	Part of the Control o	Public Works	\$19.50			1.25	1019	4		
1	MICHIGAN PROPERTY AND ADDRESS OF THE PERSON	Human Services	\$19.50			0.25	1045			\perp
	dical Technologist	Human Services	\$19.50	\$24.36			09%			
	dical Technologist	Museum	\$19.50	\$24.38	\$ 525	0.25	100			
	seum Specialist	Museum	\$19.50	\$24.36	52	0.25	1015	6 Commence of the Commence of		
	seum Specialist	Technology Services	\$19.50	\$24.38	3 \$2	9.25	1279	5 lat or above maximum		
	grammer	Technology Services	\$19.50	\$24,3	8 \$2	9.25		s at or above maximum		
	grammer	Technology Services	\$19.50					of or ahove maximum		
	grammer	Technology Services	\$19.50	\$24.3	8 52	9.25	1279	st or above maximum		
Pro	grammer	Technology Services	\$19.50	\$24.36	1 52	9.25		& lat or above maximum		
	granymer	Technology Services	\$19.50				1179	A lamentarine presument	100	
	grammer	Technology Services	\$10.60	\$24.3	1 52	1.25		s. апрежаения политова		
	ogrammer	Technology Services	\$10.60	\$24.3	3 52	3.75	1177	s approximation accommo		1
Pro	grammer	Technology Services		\$24.3	2 50	9.75	100			-
Rad	dio Communications Specialist	Public Safety Communications	\$10.00	\$24.3	8 83	355	115			+
Red	creation Therapist	Human Services	\$19.50				105			
Res	source Recovery Specialist	Port & Resource Recovery					997			+
Res	source Recovery Specialist	Port & Resource Recovery	\$19.50	\$24.3	0 80	241			+	+
	CALL STATES	Human Services	\$19.50	\$24.3	0 82	0.20	899		1	+
		Human Services	\$19.50	524.3	D 196	148	115		-	+
	SACKOROF :	Human Services	\$19.50	324.3	0 22	0.20			_	+
	CASE PROPERTY.	Human Services	\$19.50			0.25	895		_	+
E	Control Control	Human Services	\$19.50	\$24.3	0 52	1.25	895		_	+
150	Control of the Contro	Human Services	\$19.50	\$24.3	0 52	9.25	895		+	+
150		Human Services	\$19.50	\$24.3	8 \$2	9.25	895		1	-
TEN	A CONTRACTOR OF THE PARTY OF TH	Human Services	\$19.50	\$24.3	8 \$2	9.25	895			-
150	CHEST CONTROL	Human Services	\$19.50	\$24.3	8 32	9.25	1.592			-
100		Human Services		\$24.3		9.25	895	h .		
-		Human Services		11243						
100		Human Services		\$24.3					N/	
1	NEATHER.			\$24.3					U-1	
187	SWATTE STATE OF THE STATE OF TH	Human Services	\$19.50							
1404		Human Services Human Services	\$19.50							

Job Title, BENCHMARK POSITIONS	Dept	Vid Min Point	Comps Max Ratio* Comment	impact of Financial
Special Weeker	Human Services			Adjustment Quintile
Spotal Worker Spotal Worker	Human Services		29.25 90%	2
Secon Worker	Human Services	\$19.50 \$24.38 \$	29.25 90%	2
Scicott Winter	Human Services Human Services		29.25 90%	2
Social Worker Social Worker	Human Services		29.25 96% 29.25 96%	1
Social Worker	Human Services	\$19.50 \$24.38 \$	29.25 97%	2 2
Social William	Human Services Human Services		29.25 97%	2
Social Worker Sporal Worker	Human Services	\$19.50 \$24.38 \$; \$19.50 \$24.38 \$;	29.25 97% 29.25 103%	2
Social Winter	Human Services	\$19.50 \$24.38 \$		3
Social Worker	Human Services Human Services	\$19.50 \$24.38 \$3	29.25 104%	3
Social Worker Social Worker	Human Services	\$19.50 \$24.38 \$3 \$19.50 \$24.38 \$3	29.25 104% 29.25 104%	3
Stocial Worker	Hurtian Services	\$19.50 \$24.38 \$2	89.25 104%	3 3
Social Worker	Human Services Pluman Services	\$19.50 \$24.38 \$25.50 \$24.38 \$25.50 \$24.38 \$25.50 \$24.38 \$25.50 \$25	9.25 104%	3
Speak Worker Speak Worker	Human Services	\$19.50 \$24.38 \$2	9.25 104%	1
Sitional Worker	Human Services	\$19.50 \$24.38 \$3	9.25 115%	3 5
Sected Worker	Human Services Human Services	\$19.50 \$24.38 \$2 \$19.50 \$24.38 \$2		5
SOCIAL Wichest	Human Services		9.25 115% 9.25 115%	5
Social Walker	Human Sarvices	\$19.50 \$24.38 \$2	9.25 115%	5
ocrat Winter	Human Services Human Services	\$19.50 \$24.38 \$2		5
STICLE Werker STICLE Worker	Human Services	\$19.50 \$24.38 \$2 \$19.50 \$24.38 \$2		5
ocur Worker	Human Services	\$19.50 \$24.38 \$2	9.25 115%	1 2
olcial Winker	Human Services Human Services	\$19.50 \$24,38 \$2 \$19.50 \$24.38 \$2	9.25 119% approaching movimum	5
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goal Worker	Human Services		9.25 119% approaching macmum 9.25 119% approaching macmim	5
CHESIS STOCKES	Human Services	\$19.50 \$24.38 \$25	1.25 122% at or above maximum	5 0
ocad Worker	Human Services Human Services	\$19.50 \$24.38 \$25	9.25 123% lat or above missimum.	0
coat Worker	Human Services	\$19.50 \$24.38 \$25	9.25 123% of or above maximum	6
ocia: Worker	Human Services Human Services	\$19.50 \$24.38 \$26	25 123% at or above maximum	6
ocial Worker	Human Services	\$19.50 \$24.38 \$29 \$19.50 \$24.38 \$29	1.25 1.23% at or above maximum	6
ocal Waker	Human Services	\$19.50 \$24.38 \$29	1.25 123% at or above maximum 1.25 128% at or above maximum	8
otial Winner	Human Services	\$19.50 \$24.38 \$29	25 128% lat or ahme maximum	6
map Worker	Human Services Human Services	\$19.50 \$24.38 \$29	25 129% lat or above maximum	8
ocal Worker	Human Services	\$19.50 \$24.38 \$29	25 129% at or above maximum 25 129% at or above maximum	6
coal Worker	Human Services	\$19.50 \$24.38 \$29	25 129% at or above maximum	6 6
scial Worker scial Worker	Human Services Human Services	\$19.50 \$24.38 \$29	.25 129% at or above moumum	6
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cial Worker cial Worker	Human Services	\$19.50 \$24.38 \$29 \$19.50 \$24.38 \$29	26 120% lating above manifestion	8
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ON Worker	Human Services Human Services	219.00 324.35 329.	25 / 129% (at or above maximum	6
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stance Abuse Counselor	Homan Services	\$19.50 \$24.38 \$29.2	25 89%	1
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stance Abuse Counselor stance Abuse Counselor	Human Services	\$19.50 \$24.38 \$29.2 \$19.50 \$24.38 \$29.2		2
stance Abuse Counselor stance Abuse Counselor	Human Services	\$19.50 \$24.38 \$29.2	5 115%	3
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s Specialist	In Alle Palet. Communications	\$19.50	15	24.38	\$29.3		7%		-	2
mmunications Operator III	Public Safety Communications	\$19,50	214	2747710	\$29.3		7%			2
mmunications Operator III mmunications Operator III	Public Safety Communications	0.10-34	1.1.4	424.000	\$29.		7%			2
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mmunications Operator III	Public Safety Communications	\$19,50	1 8	24.38	\$29.		7%			2
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	Airport	\$10.14	4 5	22.67	\$27.	21. 1	00%		_	4
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HOM STON	Sheriff	\$15,1	4	\$22.67	\$27	21 1	05%			3
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house College	Sheriff	\$18.1	4	\$22.67	527	.21	105%			3
Invite Officer	Sheriff	\$18.1	14	\$22.67	527	21	105%			3
Statut Children	Sheriff Sheriff	\$18.1	4	\$22.67	\$27	21 1	105%			3
10000 (Park)	Sheriff	\$18.1	14	\$22.67	\$27	21	105%			3
Taxan Chicar	Sheriff	\$18.1	14 1	\$22,67	\$27	21	105%		-	1 3
Action Colors	Sheriff	\$18.1	14	\$22.67	\$27	24	105%		-	3
Acoust Official	Sheriff	518.1	54	\$22.67	1 82/		105%		-	3
Service Cofficient	Sheriff	\$15.1	14	\$22.67	18	21	1003			- 3
Hinry Official	Sheriff	\$10.	14	\$22.5	139	21	105%			3
eponics Official	Shedif	\$18.1	14	\$22.5	133	21	105%			3
Hongi Official	Sheriff	\$18.1	14	\$22.67	\$2	7.21	105%			3
	Sheriff Sheriff	\$18.1	14	\$22.6	\$2	21	105%			3
	Sheriff	\$18.1	34	\$22.6	1\$2	7.21	105%			3
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china Officia china Officia	Sheriff	\$18.	14	\$22.6	32	7.21	100N			3
Strong Officer	Sheriff	\$18.	14	\$22.6	1 32	7.21	1057		_	3
Open Office	Sheriff	\$18	14	\$22.6	32	721	1059			3
	Sherri	\$18.	34	\$22.6	1.35	7.21	1059			3
chical Officer	Shoriff	810	7.4	\$22.6	7 1 85	7.21	1065			3.
	Sheriff Sheriff	51B	14	\$22.6	7 \$2	7.21	1065			3.
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e bonat Offices	Sheritt	\$18	14	\$22.0	7 \$	7.21	105			1 3
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Signature Chicae Sheet S	## \$18. ## \$18	4 \$22.67 4 \$22.87 4 \$22.87 4 \$22.67 4 \$22.67 4 \$22.67 4 \$22.67 4 \$22.67 4 \$22.67 4 \$22.67 4 \$22.67 4 \$22.67 6 \$22.67	\$27.21 \$27.21 \$27.21 \$27.21 \$27.21 \$27.21 \$27.21 \$27.21 \$27.21 \$27.21 \$27.21 \$27.21	84% 84% 84% 84% 84% 84% 84% 84%			1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1
Commissional Official Sheet Sh	\$18. \$18. \$18. \$18. \$18. \$18. \$18. \$18.	4 \$22.67 4 \$22.67 6 \$22.67	\$27.21 \$27.21 \$27.21 \$27.21 \$27.21 \$27.21 \$27.21 \$27.21 \$27.21 \$27.21 \$27.21	84% 84% 84% 84% 84% 84% 84%			1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1
Committees Officer Sheet	## \$18. ## \$18.	4 \$22.67 4 \$22.67 4 \$22.67 4 \$22.67 4 \$22.67 4 \$22.67 4 \$22.67 4 \$22.67 4 \$22.67 6 \$22.67 6 \$22.67	\$27.21 \$27.21 \$27.21 \$27.21 \$27.21 \$27.21 \$27.21 \$27.21 \$27.21	84% 84% 84% 84% 84% 84% 84%			1 1 1 1 1 1 1 1 1 1 1
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Short Christian Christian Short Shor	## \$18.1 ## \$18.1 ## \$18.5 ## \$18.5 ## \$18.1 \$18.1 \$18.1 \$18.1 \$18.1 \$18.1 \$18.1 \$18.1 \$18.1	4 \$22.67 4 \$22.67 4 \$22.67 4 \$22.67 4 \$22.67 4 \$22.67 6 \$22.67	\$27.21 \$27.21 \$27.21 \$27.21 \$27.21 \$27.21 \$27.21	84% 84% 84% 84% 84%			1 1 1
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constition (Ofern Sheet	\$18.1 \$18.1 \$18.1 \$18.1 \$18.1	4 \$22.67	\$27,21				
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Sherit Caparia Catical Catical Catical Catical Catical Catical Catical Catical Cat	9 10 1	\$22.67	\$27.21				
Spirit S	1 4 10 1	\$22.67 \$ \$22.67	\$27,21	105%			1
one tone Office Shert out Reports Grow out Reports	\$18.7	\$22.67	\$27.21	100%			3
Sort Reports Grow	\$18.1	\$22.67		105%			3
Control Control		\$22.67	\$27.21	83%			2
	40	\$22.67	\$27,21				- 2
Technical Colors Space and Technical Colors Spac	ology Services \$18.1	\$22.67		82% UWW	at or above maximum		6
Plann	19 \$18.14	\$22.67	\$27.21	1,0270	34.00.300.00.00000000000000000000000000		
OCCUPATION CONTRACTOR OF THE PROPERTY OF THE P	Resources \$18.14 Resources \$18.14	\$22.67	\$27.21	107%			4
W Lieft		\$22.67	\$27,21	109%			4
Circuit	Courts \$18.14	\$22.67	\$27.21	91%			2
	Works \$18.14	\$22.67	\$27,21	100%			3
Attitionance Sanice Machiner Duble	47.00.19	\$22.67		122%	at or above maximum		6
Public District Control of the Charles Control of the Control of t			\$27.21 \$27.21	97%			1
Public	Works \$18.14	\$22.67	\$27.21	97%		_	3
PORC	Warks \$18.14	\$22.67	\$27.21	97%			3
Arthropica Gergen Machiner	Works \$18.14	\$22.67	\$27.21				
Promise Gerico Mediane Profes	Works \$18.14	\$22.67 3	\$27.21	97%			-3
Public	Works \$18.14	\$22.67 \$22.67 \$22.67 \$22.67 \$22.67 \$22.67 \$22.67 \$22.67 \$22.67 \$	127.21	91%			3
returns: Angel	\$18.14	\$22.57 \$	27.21	100%			3
V21901: 011531	\$18.14	\$22.67	27.25	100%			
	318.14	\$22.67 3	27.21	100%			. 3
Airport	\$18.14	\$22.67	27.21	100%			3
Sherit	\$18.14	\$22,67 \$	27.21	109%			3 4
Character Products	Vorks \$18.14	\$22.67 \$ \$22.67 \$ \$22.67 \$ \$22.67 \$ \$22.67 \$ \$22.67 \$ \$22.67 \$ \$22.67 \$	27.21	107%			4
chanic Public)	Vorks 518.14	\$42,67.18	27.21	103%			3

The same	COMETY REGISTIVE RATIO ANALYSIS IS SUICPERC		E JAN	NV3	300	17000	N. S	SIN	ESSES BOEST	impact of Financial	WENT Y
2	Joh	Deal	II Mis		vid.			Compa Ratio	Commont	Adjustment	Dulr
200	THE PRACTICE STATE OF THE PARTY					607	121	103%			1
- 15	- News	Public Works	\$18.14 \$18.14	18	2.67	527	21	103%			1 3
1.6	schillows	Public Works Public Works	\$18.14	1 52	2.67	\$27	7.21	103%			1
14	NAME CO.	Public Works	518.14	1 \$2	2.67	\$27		103%			1
- 10	a Laure	Public Works	\$18.14	1 30	2,67	\$27		103%		-	
- 22	FruiteC	Public Works	\$18.14	1 52	2,67	\$2		103%			
- 65		Public Works	\$18.14	30		\$27					
5.9	VC298141	Sheriff	\$18.14	97	22.67	15	7.21	107.35		12520	
10	crinc -	Golf Course Museum	\$18.14	\$ 32	22.67	52	7.21	79%	bolow minimum	\$288	-
- 14	ON THE PARTY	Museum	\$18.14	1 5	22.67	\$2	7.21			-	+
- 100	wwork Support Specialist	Technology Services	\$18.14	4 \$3	22.67	\$2	7.21	122%	at or above maximum	_	
Ni	stwork Support Specialist	Technology Services	\$18.14	1 5	22.67	186	1	12279	at or above maximum		
No	atwork Support Specialist	Technology Services	\$18.16			182	给	82%			
100	CONTRACT CON	Corporation Counsel	\$18.1	4 8	22,67	\$2	7.21	97%			-
	Holeogie	Courts	\$18.1	4 57	22.67	152	7.21	97%		-	+
	mileculi mileculi	Courts	\$18.1-	4 5	22.67	152	7.21	0000			-
	managar managar	Courts	\$18,1	115	22.67	52	141	97%			
	romagat .	Courts	\$18.1 \$18.1 \$18.1	취홍	22.57	100	7.21	97%			
JP)	or of Highli	Courts	\$10.3	4 8	22.67	52	7.21	97%			
P	ormania.	Courts	\$18.1	4 5	22.67	\$2	7.21	97%			
B	Wilhold of	Courts	\$18.1 \$18.1 \$18.1	4 5	22,67	\$2	7.21	97%			-
10	ark Services Specialist	NEW Zoo & Parks	\$18.1	4 5	27.67	152	7.21	91%		-	-
	prk Services Specialist	NEW Zoo & Parks	\$18.1 \$18.1	4 \$	22.67	152	7.21	91%		-	-
18	country strong Specialist	Planning	\$18.1	4 5	22.57	97	7 24	82%			
100	r grotty 1 strong Specialist magnific 1 strong Specialist	Register of Deeds	\$18.1 \$18.1 \$18.1	4 3	22 6	\$1	7.21	82%			
P	PODERTY ENGINES SERVICIONS	Register of Deeds Planning	\$18.1	4 4	22.67	1 5	7.21	1113	6		
10	raperty Listing Specialist	Public Salery Communication	ns \$18.1	4 5	22.6	\$ 50	7.21	92%		1	
-14	electromomentalists Common in	Public Safety Communication	ns \$10,1	4 3	22.6	\$2	17.21	97%			-
-	овы этоп пистопу, Сумпатов в ова интомиратова Сумпатов I	Public Safety Communication	No \$18.1	4 5	22.6	7.157	27.21	97%			-
-	Mer otomicaliscations Operating II	Public Safety Communication	nn 318.1				27.21 27.21				
		Public Safety Communication	ns \$18.1	10 3	22.6	1	27.21				
	Her CHICAGO, HER ST. CHARLES H.	Public Safety Communication Public Safety Communication		4 3	22.6	7 5	27.21				
-	енский принципа Суркания II «нестоя принципа и Суркания II	Public Salety Communicatio	ns \$18.1	14 5	22.6	7 5	27.21	979			-
-	encommunications Operated	Public Safety Communicatio	os \$18.1				27.21			-	-
	nice ocomparications Operative 6	Public Safety Communicatio	rs \$18.1	14 3	22.6		27.21			1	-
1	аксивонническими Орновом в	Public Safety Communicatio	ns \$18.1								
1	discriminations Opening E	Public Safety Communication		14 1	122 6	7 5	27.21				
	- No., printer and Legantic Capacititis R	Public Safety Communication Public Safety Communication		14 1	\$22.6	7 3	27.21	975			
	на сответи и стати стерости в на «Бесплети на стати ст	Public Safety Communicatio		14	522.6	1 \$	27.21	979	6		
-	And District Rolling & Constraint II	Public Safety Communicatio	ns \$18.1	14 3	\$22.6	7 \$	27.21			-	-
- 1	CONTRACTOR OF CONTRACTOR	Public Safety Communicatio	rs \$18.							-	-
-11	observations of alleges Operator 1	Public Safety Communication	ns \$18.				27.2			_	-
	овесичиопизивни Ориниз 1	Public Safety Communicatio	res \$18.	14 1	\$22.6 \$22.6	뒤총	27.2° 27.2°				
3	обосновного принист 1	Public Safety Communicate Public Safety Communicate	ins 518.	10	22.6	7 5	27.2				
	decimanded Operate 8	Public Safety Communicate Public Safety Communicate			\$22.6		27.2				
4	distribution alone Opening 8	Public Safety Communicate Public Safety Communicate	ns \$18.	34	\$22.6	7. 5	27.2	97	V ₂		
-	европинацијана (Сропина II својана принцијана (Сропина II	Public Safety Communication	ns \$15.	14	\$22.6	7 5	27.2	1 87	6	-	-
	east communications Coordina II	Public Safety Communication	ms \$18	14	\$22.6	7 8	27.3	979		1	-
	elucuminarionic Operativa	Public Safety Communication	ris \$18.	14	\$22.6	513	27.2	1 95			
	introductive Operation	Public Safety Communication		14	\$22 F	7 8	27.2	1 95		1	
	istronomiantalyan Operatori	Public Safety Communication Public Safety Communication		54	\$22.6	7 5	27.2	1 95	%		
-	ROCCHION COMMON COMPANY	Public Safety Communication		14	\$22.6	7 3	27.2	1 94	%		
-	Falur arministratum Operatory Falur arministratum Operatory	Public Safety Communication	ns \$18.	14	\$22.6	7 3	27.2	1 94		-	-
-	Communication Operator F	Public Salety Communicate	ons \$18.		\$22.6					44.450	-
	ништичногосрание Сриготося	Public Saluty Communication	ons \$18.		\$22.0				% below minimum	\$1,426	-
	Гонистичной очено. Ористос !!	Public Salety Communicate	ons \$18.	14	\$22.8	성취	27.2				
	Telescommunicolóxic Operator F	Public Safety Communicate	A 18 \$18	14	\$22.0	17 13					
	eleconstruction (Spiratoc)	Public Safety Communicati Public Safety Communicati	nos \$18	14	\$22 (17 13	527.2	1 93			
_	CHRISTIAN CONTRACTOR			4.4	4000	125 1 4	22.0	4 03	AL.		
-	AMERICAN AND SECURE S	Public Safety Communicati	ons \$18.	14	\$221	37 3	27.2	1 93	%		
-	ANCORD DE MO- Operator II	Public Safety Communication	ona \$18.	14	\$227	57 5	\$27.2	1 92	76		-
	Terronomere allow Operator	Public Safety Communicati	ons \$15.	14	\$22.	57 3	\$27.2	1 1 92	2		-
	Seconomical stock Operators	Public Safety Communication	ons \$18	34	522	67	27.14	1 02	9.	-	-
	recommendation Operation 1	Public Safety Communicati	one 518	14	522	計	\$27.2	1 92	%		
	Lenconomications Operator (Public Salety Commercial	OF18 515	14	\$22	07	\$27.2	1 92	36		
-	Freedommination Cyclometra Freedommonerations Operator I	Public Safety Communicati	(e'm \$18	.14	\$22	07	27.7	1 92	%		
-	Concumination of Operator I	Public Safety Communicati NEW Zoo & Parks	one \$18	.14	\$22	67	\$27.2	7 92	%		-
-	- perminant more Operator's	Public Safety Communicati	ons \$18	14	\$22	67	\$27,2	1 93	%		-
					SECTION 1	67 H	E29 1	11 101	No. 1		

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Jeb # Title #ENCHRIARK POSITIONS	Copt	Wn	Mid Point	Max	Compa Ratio*	Comment	Impact of Financial Adjustment	Quintil
				1	-			
Administrative Assistant II	Administration	\$16.07	\$21.08	E26 22	1011			
Administrative Assessment I Administrative Assessment I	Airport	\$16.87	\$21.00	\$25.30	1110%		-	1
Editiviture annie Administrati	Board Office Child Support	\$16.87	\$21.00	\$25.30	88%			1
Administrative Ambilier II	Child Support	\$16.87	\$21,08 \$21.08	\$25.30				2
Administrative Assistant II Administrative Assistant II	Child Support	516.87	\$21.08	\$25.30				.2
Administrative Assessment I	Child Support Human Resources	\$16.87	\$21.08	\$25.30	89%			1
Administration Assessment 8 Administration Assessment 8	County Clerk	\$16.67	\$21.08	\$25.30	98%			- 4
e-Printington Australia	County Clerk	\$16.87	\$21.08 \$21.08	\$25.30	96%			3 2
Administration Assessment II	Executive Human Services	\$16.87	\$21.08 \$21.08	\$25.30	90%			2
Administrative Assistant II Administrative Assistant II	Human Services	\$16.87	\$21.08	\$25.30	805%		-	2
Administrative Assistant II	Human Services	\$16.87	\$21.08 \$21.08	\$25.30	96%			1
Administrative Assistant II	Human Services Human Services				115%			5
Administration Assistant II	Human Services	\$16.87	\$21.08 \$21.08	\$25.30	89%	elow minimum	\$115	0 2
Administrative Assistant 6 Administrative Assistant 8	Human Services Human Services	\$16.87	\$21.08	\$25.30	REST			1
Additional and Application ()	NEW Zoo & Parks	\$16.87	\$21.08	\$25.30	90%			2
Administrativis American II Administrativis Assistant II	Planning	516.87	\$21.08 (\$25.30	1000			1
Administrative Assistant 8	Sheriff Sheriff	\$16.87	\$21.08	\$25.30				2
Administrative Assistant II Administrative Assistant II	Sheriff	\$16.87	\$21.08 \$21.08	\$25.30	85%			1
Advertisation Assistant II	Sheriff Sheriff	\$16.87	\$21.06	\$25.30	83%			-
Administration Assistant II	Sheriff	\$16.87	\$21.08	\$25.30	83%			-1
Administrative Assessment II Administrative Assessment II	Shoriff	\$10.87	\$21.08	\$25,30	83%			- 1
Administration Assistant II	Sheriff Sheriff	\$16,87	\$21.08	\$25.30	82%			1
Administrative Assuper II	Technology Services	\$16.87	\$21.08 \$21.08	\$25,30	83%			1
Admirectrative Amorphis II Construct Computerval Transport Associani	Veterans Office	\$16.87	521.08	\$25.30	96%			3
Land Child City of the State of the Control of the	Human Services	\$16.87	\$21,08	\$25.30	88%			
Jeminol Decopolional Theograp Assistant	Human Services Human Services	\$16.87 \$16.87	\$21.08	\$25.30	88%			
Department Assistant Department Assistant	NEW Zoo & Parks	\$16.87	\$21.00	\$25.30	80%		_	-1
Department Assistant	Public Works Public Safety Communications	\$16.87	\$21,08	\$25.30	84%			1
Department Assistant	Human Services	\$16.87	\$24 /16	100.30	85%			1
Department Assistant Department Assistant	Planning	\$16,87	\$21.08	\$25.30				-
Department Assistant	Corporation Counsel Sheriff	\$16.87 \$16.87 \$16.87 \$16.87	\$21.08	\$25.30	96%			2
Repartment Assistant Repartment Assistant	Health	\$16.87	\$21.08 1	\$25.30	108%			. 3
mergency Management Specialist	Airport	1-810.87 13	521.09 13	C25-30 T	121% at	or above maximum		6
cod Service Supervisor	Public Safety Communications Human Services	\$16.87	\$21.08		93%			2
ments Services - Chordenalyr Octoy: Equipment Operator	NEW Zoo & Parks	\$16.87	\$21.08 1	25.30	815%			5
leavy Equipment Operator	Public Works	316.87	21.08	25.30	108%			4
Edvy Equipment Operator	Public Works Public Works	\$16.87	21.08 9	25.30	108%			4
Many Equipment Operator Many Equipment Operator	Public Works	\$16.87 13	21.08 [5	25.30	10%			4
Havy Equipment Operator	Public Works Public Works	\$16.87 \$	\$21,08.15	25.30	106%			4
easy Equipment Operation	Public Works	\$16.87 \$ \$16.87 \$			108%			4
novy Editoment Operator navy Editoment Operator	Public Works	\$16.67 \$			08%			4
Hitely temperated Constitute	Public Works Public Works	516.87 \$	21.08 \$	25.30 1	08%			4
Ravy Equation Operator	Public Works	\$16.87 \$	21.08 (\$	25.30 1	08%			4
navy Equipment Operator navy Equipment Operator	Public Works	\$16.87 \$	21.08 \$	25.30 1	08%			4
CALLY Experiment Dissistor	Public Works Public Works	\$16.87 \$ \$16.87 \$	21.08 \$	25.30 1	08%			4
HVy Espaperant Operator		516.87 \$	21.08 3	25.30 1	08%			- 4
ung Egypnius Openius ung Egypnius Openius	Public Works	\$16.87 \$ \$16.87 \$	21.08 5	25.30 1	08%			4
any Supmer Operator	PODEC WORKS	\$16.87 \$	21.08 \$	25.30 1	10%			4
An Children Huston	Public Works	\$16.87 \$ \$16.87 \$						4
urvy Egypteem Operator urvy Egypteem Operator	Public Works	\$16.67 \$	21.08 \$	25.30 1	96%			4
Hry Egypmant Operator	Public Works Public Works	\$16.87 \$	21.08 \$	25.30 1	08%			4
иму Едидопом Оресток иму Едидопом Оресток	Public Works	\$16.87 \$. \$16.87 \$.	21.08 \$2	25.30 1	08%			4
my Eneproon Operator	EUDIC WORK	\$16.87 \$	21.08 \$3	25.30 16	06%			4
ney Espanient Operator	Public Works Public Works	\$16.87 \$	21.09 \$2	25.30 1	28%			4
Any Equipment Operator	Public Works	\$16.87 \$3 \$16.87 \$3	21.08 \$2	55.30 10 55.30 10	08% 08%			4
алу Едиртон Срепно изу Едиртон Срепок	Public Works	\$16.87 \$2	21.08 52	5.30 10	36%			4
my Apparation Operator	Public Works Public Works	\$16.87 \$2 \$16.87 \$2	21.08 52	5.30 10	38%			4
ncy Egyption Operator	Public Works	\$16.87 \$2 \$16.87 \$2	1.08 \$2	5.30 10	A8*66			6

	Job Title	Dept	Min Point Max Rat	of Comment	Adjustment Quint
OLD CO.	MARK COSMICKS		4-2-2-2 cov. op. (4-34-30) +00	ME.	4
A STATE OF	paperent Operator	Public Works	\$16.87 \$21.08 \$25.30 108 \$16.67 \$21.08 \$25.30 108	176	4
ALC: Y	magnesia Operania	Public Works	\$16.67 \$21.08 \$25.30 108		4
HERVY E	papment Opening	Public Works Public Works	\$16,87 \$21,08 \$25,30 106		4
Hamed I	paparent Operator	Public Works	\$16.87 \$21.00 \$25.30 108		4
1	дариная Орения приняя Орения	Public Works	\$16.87 \$21.08 \$25.30 100	3%	4
1	popularie Operation	Public Works	\$16.87 \$21.08 \$25.30 10	155	4
(Annual I	Internate Operator	Public Works	\$16.87 \$21.08 \$25.30 10 \$16.87 \$21.08 \$25.30 10		4
Harry I	assemble Operator	Public Works	\$16.87 \$21.08 \$25.30 10		4
	owement Operator	Public Works Public Works	\$16.67 \$21.00 \$25.30 10		4
11001	Waterwest Constitution	Public Works	\$16.67 \$21.08 \$25.30 10	9%	4
THE REAL PROPERTY.	guiphant Openitus purposes Openitus	Public Works	\$16.67 \$21.08 \$25.30 10		4
CHINA P	gisperior Commor	Public Works	\$18.87 \$21.08 \$25.30 10 \$18.87 \$21.08 \$25.30 10	876	4
HILLY F	payment Conninc	Public Works	\$16.87 \$21.08 \$25.30 10	8%	4
THOUGH	guarment Operation	Public Works Public Works	\$16 B7 \$21.08 \$25.30 10	0%	4
DOING!	paperer Operator paperer Operator	Public Works	\$16.87 \$21.08 \$25.30 10	8%]	4
THE REAL PROPERTY.	рафияния Орения	Public Works	\$18.87 \$21.08 \$25.30 10	8%	1 1
Hanney F	дировия Оревни	Public Works		6% 6%	I A
Distance I	опоринент Оресина	Public Works		0%	- 4
Hitmy (QUARTERING CORPORATION	Public Works	\$16.87 \$21.08 \$25.30 11	0%	A
Home	окарения Ориглам	Public Works Public Works	\$16.87 \$21.08 \$25.30 11	0%	1
thiny	GLADWOOL STEWART	Putric Works	\$16.87 \$21.08 \$25.30 11	0%	4
CHILDON.	gupment Operator	Public Works	\$16.87 \$21.08 \$25.30 10	8%	4
THE PARTY	General Species	Public Works	\$16.87 \$21.08 \$25.30 11	ON.	1 4
10000	mapmin's Operator	Public Works		3%	4
Emilyon S	mapmore (aparella)	Public Works		8%	A
Thomas I	quipmore Operator	Public Works Public Works		16%	4
Humei	guernium Experiutin	Public Works	\$16.87 \$21.08 \$25.30 10	95%	4
FHILITIES	augment Operator	Public Works	\$16.87 \$21.08 \$25.30 10	06%	4 4
The same of	фирмен Орежия	Public Werks		10% Mark	1 4
Physical	CONTRACTOR CONTRACTOR	Public Works	\$18.87 \$21.08 \$25.30 10	96% 96%	4
Tymury I	оваричен Сариниси	Public Works	\$18.67 \$21.08 \$25.30 3	08%	4
	distingent Operator	Public Works Public Works		16%	4
	андиния Среппо	Airport	\$16.87 \$21.08 \$25.30 10	18%	4
-	quantities Committee	Airport	\$16.87 \$21.08 \$25.30 10	35%	1 4
790007	Suprime Contin	Airport	\$16.87 \$21.08 \$25.30 10		4
HINNY	зывранен Сфинии	Airport	\$16.87 \$21.08 \$25.30 10 \$16.87 \$21.08 \$25.30 10	08%	4
House,	Supprison Operator	Airport	\$16.87 \$21.08 \$25.30 1	03%	3
	shnician	Human Services Circuit Courts	\$16.87 \$21.08 \$25.30 9	14%	2
UNDER 7		Circuit Courts	\$16,87 \$21,08 \$25,30 7	9% below minimum	\$383 0
CHILD A		Circuit Courts		00%	1 2
		Clerk of Courts		03%	3
Linger A		Clerk of Courts		03%	3
limby.		Clerk of Courts Clerk of Courts	\$16.87 \$21.08 \$25.30 1	03%	
2 hight	11100	Clerk of Courts	\$16.97 \$21.08 \$25.30 1	03%	3
1000		Clerk of Courts		03%	1 3
age /		Clerk of Courts	\$18.87 \$21.08 \$25.30 3	99%	1
Legal		Clerk of Courts		98% 96%	
Local V	Sandaya.	Clerk of Courts Clerk of Courts	\$16.87 \$21.08 \$25.30	34%	2
Legal		Clerk of Courts		91%	2
1000		Clerk of Courts	\$16,87 \$21,08 \$25,30	91%	1
1		Clerk of Courts		91%	1 2
		Clerk of Courts		91%	1 2
Legis		Clerk of Courts		91%	1 3
STEEL!		Clerk of Courts		87%	1
E equi		Clerk of Courts District Attorney	\$16.87 \$21.08 \$25.30	91%	
Tellie		District Attorney	\$16.67 \$21.08 \$25.30	91%	1.2
Longitud		District Altomey	\$16.67 \$21.08 \$25.30	91%	
Limit	Part of the last o	District Attorney	\$16.87 \$21.08 \$25.30	91%	1
Legal		District Attorney	\$16.87 \$21.08 \$25.30		-
Lister		District Attorney	\$16.87 \$21.08 \$25.30 \$16.87 \$21.08 \$25.30		
125,000	(HILLIAN)	District Attorney District Attorney	\$16.87 \$21.08 \$25.30	88%	
Fichil		District Attorney	\$16.87 \$21.08 \$25.30 \$16.87 \$21.08 \$25.30 \$16.87 \$21.08 \$25.30	91%	
Linus		District Attorney	\$16.87 \$21.08 \$25.30	87%	
	Continue Let Prince at Page Let Prince at Name	Human Services	\$16.87 \$21.08 \$25.30 \$16.07 \$21.00 \$25.30	06%	
J. K. LUTTE		Human Services	\$16.07 \$21.00 \$25.30	04%	
LICHTE	out proud to an Physics	Human Services	\$18.87 \$21.08 \$25.30 \$16.87 \$21.08 \$25.30	80%	
Lean	or Process of France or Process of Nation	Human Services Human Services	\$16.87 \$21.08 \$25.30	94%	
100000	eri Procha al Norta en Procha al Porta	Human Services	\$16.87 \$21.08 \$25.30		
1000					

Job Title	Dept	Min	Mid	No.	Gompa		Impact of Financial	
HENCHWARK POSITIONS		100,000	Point	20 A A	Ratio*	Comment	Adjustment	Gumil
Lormed Practical North Lormed Practical North	Human Services Human Services		\$21.08	\$25,30				2
Excensual Provincial Normal	Human Services	\$16.87	\$21.08	\$25.30			-	1 2
Excensed Principal Norse	Human Services	516.87	\$21.08	\$25.30	86%		-	1
Excension Proctical Number	Human Services		\$21.08				1	2
Licenser Product Number	Human Services		\$21.08					
Licorned Practical Nation	Human Services Human Services		\$21.08					- 2
Dominal Practical Nigray	Human Services		\$21.08				-	- 2
LODDOWN Proceed Name	Human Services		\$21.08					2
Learning Process Norse Learning Process Norse	Human Services		\$21.08					1
Network Support Clerk	Human Services Technology Services	\$16.87	\$21.08	\$25,30	94%			2
Network Support Clark	Technology Services		\$21.08				_	1 3
Payer Specific	Human Resources	\$16.87	\$21.08	\$25.30	100%		_	3
Registered Hearh Information Tech (RHIT)	Human Resources	\$16.87	\$21.08	\$25.30	90%			2
Trescommunications Operator I	Public Safety Communications		\$21,08	\$25.30	93%			2
THE COMMISSION OF THE CONTROL OF THE	Public Salidy Communications	\$16.87	\$21.00	\$25.30	83%			1
Telecommunications Operators Lescommunications Operators	Public Salety Communications	\$16.87	\$21.08	\$25.30	83%			1
Telecommunications Operator	Public Safety Communications	\$16,87	\$21.08	\$25,30	83%			1
1984::::mmorscatorii: Operatori	Public Safety Communications Public Safety Communications	\$16.87	\$21.08	\$25.30	B394			1
Lincommonications Operator I	Public Safety Communications	\$16.87	\$21.08	\$26.30	83%		-	1
Telecommonications Challed 1	Public Safety Communications	\$16.87	\$21.08	\$25.30	83%			1
		282.00		-	24144			
Chad is upport Speciation	Child Support	\$15.00	\$19.61	\$22.63	1066			
Other Support Specialist Chair Support Supported	Child Support		\$19.61					4
Chika Bopport Specialist Chika Bopport Specialist	Child Support	\$15.69	\$19.61	\$23.53	105%			- 4
Creio Support Specialist	Child Support Child Support		\$19.61		105%			4
Chel Support Specialist	Child Support	\$15.69	\$19.61					4
Chert Support Specialist	Child Support	\$15.69			105%		-	4
Chief Boggiort Specialisis Chief Boggiort Specialisis	Child Support	\$15,69			105%		-	4
That income Specialis	Child Support	\$15,69	\$19.61	\$23.53	105%			4
Chief Topper Specialist	Child Support	\$15.89			105%			4
Drift Import Spik juliet	Child Support Child Support	\$15.69			105%			4
Sear Repport Specialist	Child Support	\$15.69			104%		_	3
That Diggort Specialist That Diggort Specialist	Child Support	\$15.69	\$19.61	\$23.53				3
had Support Specialist	Child Support	\$15,69						
Telef Euggeon Sportation	Child Support	\$15.69			102%			3
NAT DUCTOR DECEMBER	Child Support	\$15.69	\$19.61	\$23.53	102%			3
2001 Support Speciales 2001 Support Speciales	Child Support	\$15.69	\$19.61	\$23.53	102%			3
Sporations Assessing	Child Support Administration	\$15.69			4000			
Spirations Acustim	Human Services	\$15.69	\$19.61	\$23.53	120%	r above maximum		0
gerations American perations American	Public Works	\$15.89	\$19,61		123% of o	r above maximum		6.
Actim/Witness Program Assistant	Human Services	\$15.69		\$23,53	112%			- 6
	District Attorney	\$15.89	\$19.61	\$23.53	89%			2
Second Florida	was a supplied to the supplied							
CONNECTION CONTRACTOR	Human Services	\$14.59			97%			3
FORM Clork	Human Services	\$14.59	\$18.24	\$21.68	97%			3
count Chin	Human Services Human Services	\$14.50	18.24	\$21.88	96%			2
CORDIN Charle	Human Services	\$14.58	18.24		97%			3
COMPRECIANA	Murtan Services	\$14,59 5	18.24	\$21.88	104%			3
COOR CAR	Human Services	\$14.59	18.24	\$21.88	90%			2
resourciant	Human Services Human Services	\$14.59 1			91%			2
DOGER Cherk	Human Services	\$14.59 \$	18.24	21.88	100%			3
COOLINI Clara COOLINI Clara	Human Services	\$14.59 1	18.24	21.88			7	3
COURT Clark	Human Sarvices	\$14.59 \$	18.24	521.88				3
CORNE CARE	Public Works Administration	\$14.59 \$	18.24	21.88	98%			3
mount Cook	Sheriff	\$14.59 \$ \$14.59 \$	18.74	21.88	106%			6
rotunt Clerk Colon Clerk	Human Services	\$14,59 \$	18.24	21.88	96%			2
COURT CHIEF	Human Services	\$14.59 \$	18.24	21.88	97%			3
COOR CHA.	Human Services Human Services	\$14.50 \$ \$14.50 \$	18.24 1		97%			3
sound Gent	Hyman Services	\$14.59 \$			97%			3
CODE Dank	Human Services	\$14.59 \$	18.24 1	21.88	101%			3
Etroni Clim	Human Services	\$14.58 \$	18.24 []	21.88	03%			3
TEIGHT Claim	Human Services Human Services	\$14.58 \$	18.24 5	21.88	103%			3
count Clare	Human Services	\$14.59 \$ \$14.59 \$	18.24 3	21.88	03%			3
count Clark	Human Services	514.59 \$	18.24	21.88	03%			3

DESCRIPTION WATER ANALYSIS OF SHILL PE		impact of the
and the latest the state of the latest		Min Point Max Ratio Comment Adjustment
THE RESERVE THE PROPERTY OF THE PERSON NAMED IN COLUMN	Dipt See Dipt	
PRENCHAMEN PURCHAMENTS	Human Services	\$14.59 \$18.24 \$21.88 103%
ACCOUNTS NOW	Port & Resource Recovery	\$14.59 \$18.24 \$21.88 105%
Scientifi Cites	Shoriff	\$14.59 \$18.24 \$21.88 100% \$14.59 \$18.24 \$21.88 103%
Scrount Chief.	Sheriff Treasumr	\$14.59 \$18.24 \$21.88 106%
Account Chirt	Clerk of Courts	\$14.59 \$18.24 \$21.88 109%
Serrant Chie	Clark of Courts	\$14,59 \$18,24 \$21,88 109%
Screen Ches	Public Works	\$14.59 \$18.24 \$21.88 110%
Account Case.	Administration	\$14.59 \$18.24 \$21.88 99%
Deputy Medical Examiner	Medical Examinor	\$14.59 \$18.24 \$21.88 104% \$14.59 \$18.24 \$21.68 104%
Deputy Medical Examiner	Medical Examinar Medical Examinar	\$14.59 \$18.24 \$21.88 104%
Deputy Medical Examiner Deputy Medical Examiner	Medical Examiner	\$14.98 \$18.24 \$21.88 104%
Deputy Medical Examinor	Medical Examinor	\$14.59 \$18,24 \$21,88 104%
Deputy Medical Examiner	Medical Examiner	\$14.58 \$18.24 \$21.88 104%
Deputy Medical Examiner	Medical Examiner	\$14.38 \$16.24 \$21.88 104% \$14.59 \$18.24 \$21.88 104%
Deputy Medical Examinor	Medical Examiner Human Services	\$14.59 \$18.24 \$21.88 117% mpanuading manners
Economic Support Specialist Economic Support Specialist	Human Services	\$14.59 \$18.24 \$21.88 90%
Samura Support Specials	Human Services	\$14.59 \$18.24 \$21.88 90%
Economic Region Especialist	Human Services	\$14.59 \$18.24 \$21.88 90%
Economic Support Specialist	Human Services	\$14.59 \$18.24 \$21.88 90% \$14.59 \$18.24 \$21.88 92%
Europea Support Specialist	Human Services	\$14.59 \$18.24 \$21.88 92% \$14.59 \$18.24 \$21.88 92%
Forester (happer Specialis	Human Services Human Services	\$14.59 \$18.24 \$21.88 92%
Communication of the Communica	Human Services	\$14.59 \$18.24 \$21.88 98%
Economic EmployExperience	Human Services	\$14.59 \$18.24 \$21.88 99%
Economic transport Speciality	Human Services	\$14.59 \$18.24 \$21.88 99%
Economic Support Specimen	Human Services	\$14.59 \$18.24 \$21.88 99%
Economic Display Speciment	Human Services	\$14.59 \$18.24 \$21.88 99% \$14.59 \$18.24 \$21.88 99%
Connecting State (CS) DOCUMENT	Human Services	\$14.59 \$18.24 \$21.88 99%
Economic Resignat Specialist	Human Services Human Services	\$14.50 \$18.24 \$21.88 99%
Comment, Septical Specialist	Human Services	\$14.59 \$18.24 \$21.88 99%
Emiliane Support Spoolstel	Human Services	\$14.59 \$18,24 \$21.88 99%
Emmered Magnett Specialist	Human Services	\$14,09 \$18,24 \$21,88 99% \$44,00 \$18,24 \$21,88 99%
ELLINGON SZIDINY SPINISKY	Human Services	\$14.59 \$18.24 \$21.88 99% \$14.50 \$18.24 \$21.88 99%
Emailing Doorer Spection	Human Services Human Services	\$14.59 \$18.24 \$21.68 99%
Economic Support Specialist Communication Specialist	Human Services	\$14.59 \$18.24 \$21.68 99%
E HINNE SHEROT DOTTON	Human Services	\$14.59 \$18.24 \$21.88 99%
Employee Suggest Specialist	Human Services	\$14.59 \$18.24 \$21.88 99%
Elizania Sigram Speriori	Human Services	\$14.59 \$18.24 \$21.88 99% \$14.59 \$18.24 \$21.88 99%
Estadorios Support reportores	Human Services	\$14.59 \$18.24 \$21.88 99% \$14.50 \$18.24 \$21.88 99%
Emissing (support operants)	Human Services Human Services	\$14.59 \$18.24 \$21.88 100%
Economic Emport Sporting	Human Services	\$14.59 \$18.24 \$21.88 100%
Economic Support Specialist Economic Support Specialist	Human Services	\$14.50 \$18.24 \$21.88 100%
Emission Support Operates	Human Services	\$14.59 \$18.24 \$21.88 100%
Economic Support Operation	Human Services	\$14.58 \$18.24 \$21.88 101%
Тотакина Таррог Оросия	Human Services	\$14.59 \$18.24 \$21.88 102%
блючина Виррог Брешине	Human Services	\$14.59 \$18.24 \$21.88 107% \$14.59 \$18.24 \$21.88 110%
Entering Enploys Specialists	Human Services	\$14.59 \$18.24 \$21.88 110%
Economic Support Specialist	Human Services Human Services	\$14.59 \$18.24 \$21.88 110%
Eurocone suppor Specialist Eurocone support Specialist	Human Services	\$14.59 \$18.24 \$21.88 110%
Disserve Tempore (amounts)	Human Services	\$14.59 \$18.24 \$21.88 110%
Comme of port Specialist	Human Services	\$14.59 \$18.24 \$21.88 110%
Economic Support Sprecialist	Human Services	\$14.99 \$18.24 \$21.88 110%
Economic Separat Specialist	Human Services	\$14.99 \$18.24 \$21.88 111% \$14.99 \$18.24 \$21.88 111%
DIDDONE DANCE DESIGNATION OF THE PERSON OF T	Human Services	\$14,59 \$16,24 \$21.88 111%
Continue Support Specialist	Human Services	\$14,59 \$18.24 \$21.88 111%
Economic Septem Speciment	Human Services	\$14,59 \$18.24 \$21.88 111%
Emiliar Seport Security	Human Services	\$14.59 \$18.24 \$21.88 111%
Comment Support Specialists	Human Services	\$14.59 \$18.24 \$21.88 112%
Commission Support Specialists	Human Services	\$14.59 \$18.24 \$21.88 \$17% approximation
COMMERCIAL SERVICE SERVICES	Human Services	\$14.59 \$18.24 \$21.88 120%
THE PERSON NAMED IN	Human Services Human Services	\$14.50 \$18.24 \$21.88 \$14.50 \$18.24 \$21.88
Connect Sugger Specials	Human Services	\$14.50 \$18.24 \$21.88
Characteristics Services Metaloholis	Airport	\$14.50 \$18.24 \$21.88
Financiana Seresa Anni Nil Mantana Seresa Yani Nil	Airport	\$14.59 \$18.24 \$21.88 336% inperaction incomme
Abertonica Services Astropato	Museum	\$14.59 \$18.24 \$21.88 99%
Administration Dervices Administration Administration Security Associaty	NEW Zoo & Parks	\$14.59 \$18.24 \$21.88 114%
PRINCIPLE PERSON WITHOUT	NEW Zoo & Parks	\$14.50 \$18.24 \$21.88 114%
Madeiano: Servori Attroditi Shararano: Servori Attroditi	NEW Zoo & Parks	\$14.59 \$16.24 \$21.88 114% \$14.59 \$16.24 \$21.88 112%
Minericalities Society (Windstew Minericalities Transcell Anticophy Minericalities Services Washington	NEW Zoo & Parks NEW Zoo & Parks	\$14.59 \$18.24 \$21.58 112%
	Port & Resource Recovery	\$14.59 \$18.24 \$21.88 98%

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	Job Title	1 STUBBORNS	-	Mid		Com	109	Impact of Financial	A STATE
SENCHMAK POS	CTIONS	Dept	Min	Point	Ma	x Ret	io" Comment	Adjustment	Quintile
Mamazanca Serio Mamazanca Serio	on Accompanie	Port & Resource Recovery	\$14.59		\$21,	88 96			2
Marmenimon Servic	ne Associate	Port & Resource Recovery Port & Resource Recovery	\$14.59	\$18.24	\$21.	8 84			1
Martiniera Service Martiniera Service	OC. Advantagement	Port & Resource Recovery	\$14.50	\$18,24	521	8 92	% 2		1
STATEMENT SERVE	OS Atmortani	Port & Resource Recovery	\$14.59	\$10,24	\$21.8	18 92	N _r		2
Manufactured Survey	ors Adamerican	Port & Resource Recovery Public Works		\$18.24					1
Maillemanul Service	es Atrocure	Public Works	\$14.59	\$18.24	521.5	8 100			3
Mantenarya Servici Mantenarica Servici	ns Associates	Public Works Public Works	\$14.59	518.24	\$21.8	8 100			3
Marting and Secure	en Amaiotista	Public Works	\$14.58 \$14.58	\$18.24	121.0	8 100	10.		3 1
Manustance Serve Manustance Serve	m Associate	Public Works	\$14.59	\$18.24	\$21.6	8 100		-	3
NAMES OF STREET	HI BATOSINIO	Public Works Public Works	\$14.59	\$18.24	\$21.8	8 965	6		2
EATHROGENESS District	E Apportate	Public Works	\$14.59 \$14.59	\$18.24	521.8	8 965			2
Martinanos Servici Mentinanos Servici	il American	Public Works	\$14.59	\$18.24	1 \$21.8	8	*		3
Fraud Investigator A	de	Public Works Human Services	\$14.59	\$18,24	\$21.8	8 999			3
Fraud Investigator A	ide	Human Services	\$14.50 \$14.50	\$18,24	\$21.8	8 105	X ₀		3
			2771.00	410.24	921.0	0 1107	2		4
Administration Assess		Administration	F47.55	***	1				
Administrative Assus		Airport.		\$16.96 \$16.98					4
Addirenthme Asian Administração Asian		Goard Office	\$13,57	\$16,96	\$20.3	5 91%			3 2
Adminimize Assist	and I	Child Support Child Support	\$13.57	\$16.96	\$20.3	5 1039			3
Administration Assess Administration Asses	NOT.	Child Support	\$13.57 \$13.57	\$16.96	\$20.3	5 969			2
Admirational Assist	ant I	Child Support	\$13.57	\$16.96	\$20.3	994		-	3
Administration Agents	mit I	Child Support Child Support	\$13.57	\$16.96	\$20.30				3
Administrative Asset Administrative Asset		Child Support	\$13.57	\$16.98 \$16.98	\$20.30		below minimum below minimum	\$400	. 0
Administrative Assist	WILL STREET	Child Support	\$13.57	\$16.96	\$20.35	75%	below minimum	\$400	0
Administrativit Assess	mt I	Child Support Circuit Courts	\$13.57				below minimum	\$3,280	0.
Admirustrativo Assisti Admirustrativo Assisti	HILL.	Clerk of Courts		\$16,96					3
Administratura Austra		Clerk of Courts	\$13.57	\$16.98	\$20.36	1035			3
Administrative Feature	int I	Clerk of Courts Clerk of Courts	\$13.57	\$16.96	\$20.35	1039			3
Admirentative Assets Admirestrative Assets	mt I	Clerk of Courts	\$13.57	\$16.96	\$20.35	08%			3
Amornimative Assists	WI .	Clerk of Courts	\$13.57	\$16.96	\$20.35	98%			3
Administrative Assuus	4	Clerk of Courts Clerk of Courts	\$13.57	\$16.96	\$20.35	98%			3
Arthurnometric Asserts A from matter Asserts	HI.	Clerk of Courts	\$13.57	\$16,96	\$20.35	96%			3
Activities Assenta	nt I	Clerk of Courts Clerk of Courts	\$13.57	\$16.96	\$20.35	92%			2 2
Amortinine America	O	Clerk of Courts	\$13.57 5	16.96	\$20.35		below minimum	\$195	0
Administrative Assessa		County Clerk	\$13.57	16.96	\$20.35	103%	below minimum	\$427	0
COMMUNICATION ASSESSMENT	HT.	District Attorney District Attorney	\$13.57 \$	16.96	\$20.35	98%			3
demonstrative Assists		Health	\$13.57 \$				balaw minimum	\$427	0
drovinties Auxum drovinties Auxum		Health	513.57						3
described Association	4	Health Health	\$13.57 \$	16.96	\$20.35	103%			3
delineration Assemb		Heath	\$13.57 \$ \$13.57 \$	16.96	\$20.35	99%			3
dimensione Assesse		Health	\$13.57 \$					_	3
Ommerch now Assistan	W.	Health Health	\$13.57 \$	16.96	\$20.35				3
drenemikus Atmicka drenemikus Adalaha		Health	\$13.57 \$	16.96	\$20.36	95%			3
STREET, BASSISTAL		Health	\$13.57 \$	16.96	\$20.35	88%			2
monestrative Assistant Internative Assistant Internative Assistan		Human Resources Human Resources	\$13.57 \$	16.96	\$20.35	117%	approaching maximum		5
Distribution Assistan		rkman Resources	\$13.57 \$	16.96	\$20.35	110%			4
Immunative Assistan		Human Services	\$13.57 \$	16.96	\$20.35	102%			3
STITUTE AUSBIAN		Human Services Human Services	\$13.57 \$	16.96	\$20.35	102%			3
providentive Assistan		Human Services	\$13.57 \$	16.96 13	\$20.35	79%	below minimum	\$427	0
THE RESERVE ASSESSED.		Human Services	\$13.57 \$					-	3
mentallan Aksistan		Human Services Human Services	\$13.57 \$1	16.96 1	20.36	96%			3
minestrative Assistan		Human Services	\$13.57 \$1 \$13.57 \$1	16.96	20,35	98%			3
Direction Assets		Human Services	\$13.57 \$1	16.96 3	20.35	90.74			3
minimative Assistant minimative Assistant		Human Services Human Services	\$13.57 \$1	6.96 \$	20.35				
mates within Assistant			\$13.57 \$1						3
merstrative Australies merstrative Ansistans		Human Services	\$13.57 \$1	5.96 5	20.35	87%			1
menshippe America menshippy America		Frumier Services	\$13 KY \$4	10 COC 1 40	205, 240	DDD1			3
TOTAL DIRECT AND ASSESSMENT			\$13.57 \$1			105%	approaching manamani		3
SUPERIOR ASSISTANT		Human Services	31221 31	6/80 12	20.35	11076	eberginan administra		5
		Human Services	\$13.57 \$1	6.96 \$	20.35				

	Job Tillea	Dept 11	Min	Vie Point	Mox	Compa Ratio	Comment	Impact of Financial Adjustment	Quint
	ENCHARRI POSITIONS	Human Services	513.57 5		\$20.35	98%			3
	dimensional Association	Human Services	\$13,57 \$	16.96	\$20,35	100%			3
	dimensional Separate	Human Services	\$13.57 \$ \$13.57 \$	16.96	\$20.35	100%			
Ą	dinestrative Arbeitant	Human Services Human Services	\$13,57 3	\$16.95	\$20.35	108%			4
	dinestrative Assettant	Human Services	\$13,57 3	\$16.96	\$20.35	112%			4
	discontinu Application	Human Services	\$13.57	\$16.96	\$20.36				
	Consequent (Human Services Human Services	\$13.57	\$16.96	\$20.38		S-245-	1-8000	
	Constitution Applicability	Human Services	\$13.57	\$16,96	\$20.38	71%	below minimum	\$3,280	0
	Sine entropy of Persentable I	Human Services		\$16.96 \$16.96		97%			2
A	dinicipatric America.	Human Services Human Services		\$16,96					2
ä	AMERICANA AREASAN	Human Services	\$13.57	\$16.96	\$20.35	94%			2
	Americanic Associated	Human Services	\$13.57	\$16.96 \$16.96	\$20.35 \$20.35		прегостану измении :	_	5.
	AMERICANA ASSISTANT	Human Services Human Services	\$13.57		\$20,35				3
	Americana American	Human Services	\$13.57	\$16,96	\$20.35	1			
	AMORRAMANIA PRINCESSOR I	Human Services	\$13.57		\$20.35				4
	STORYSTONE AND LINE !	Human Services Human Services	\$13.57						4
	About Automotive Control of the	Human Services	513.57	\$16,96	\$20.35	100%		1	4
	Ominest (MAY, Provinces)	Human Services	\$13.57						4
	Montestrative Acceptant !	Human Services Human Services	\$13.57	\$16.95 \$16.96		112%			3
	CONTROL PRODUCT	Human Services	\$13.57	\$16,96	\$20.35	100%			3
	Omerstrative population	Human Services	513.57	\$16.96	\$20.3				3
	Vanieritative Payentees:	Public Works Medical Experimen			\$20.38			1	3
Ė	CONTROL OF THE STATE OF T	Museum		\$16.96	\$20.30	104%			3
ľ	American American	Planning	\$13.57	\$10,96	\$20.3	5 106%		-	4
	Chinestolicy (Seattle E.C.	Planning		\$16.96	\$20.30		-		1
ŀ	ANADERSON AND AND AND AND AND AND AND AND AND AN	Port & Resource Recovery Register of Deeds		\$16.96	\$20.3				3
i	Principalities Principality	Register of Deeds	\$13,57	\$16.96	\$20.3				3
	otrocustrative Americant I	Register of Deeds	\$13.57 \$13.57	\$16.96	\$20.3	98%		-	3 2
ŀ	And retained American	Register of Deeds Register of Deeds		\$16.96	\$20.3				5
	SHOURSHIP AND BUILDING	Register of Deeds	\$13,57	\$16.96	\$20.3	5 110%			4
	demonstration multiple	Register of Deeds	\$13.57					-	4
Ė	Suppression Analytics (Sheriff Sheriff	\$13.57 \$13.57					1	3
	demonstrate Auditori	Sheriff	\$13.57						4
	distribution desorated	Sheritf			\$20.3				4
ľ	dimensione Authority	Sheriff Tashashan Sporters	\$13.57	\$16.95 \$16.98	\$20.3	5 105% 5 103%		_	3
i	distribution for the state of t	Technology Services Technology Services	\$13.57	\$16.95	\$20.3	5 88%			1
Ī	production control (Treasurer Office	\$13.57	\$16.96	\$20.3	5. 114%			- 6
	Universities Assessment	UW Extension UW Extension	\$13.57 \$13.57	\$16.96	\$20.3	5 109%		-	1 1
ŝ	Americal Mark Associated Comments of the Comment of	UW Extension	\$13.57	\$16.96	\$20.3	5 103%			3
þ	Americanies Acceptant	UW Extension	\$13.57	\$16,96	\$20.3	5 94%			2
P	dominione America	UW Extension	\$13.57		\$20,3			-	1 3
	Americania Americani	Veterans Office Veterans Office	\$13,57						3
	Saltan Services Expend Secondary	Human Services	\$13.57	\$16,96	\$20,3	5 102%			3
	Earnor Derivers Support Sportores	Human Services	\$13,57						1
	Eanan Jinne ne, Support Spocialist Eanan Sonitori Support Spocialist	Human Services Human Services	\$13.57					1	3
ĺ	tanun Seharan Sopport Spenaltin	Human Services	\$13.57	\$16.96	\$20,3	5 104%			3
	timer Sentent Support Specialist	Human Services	\$13.57	\$16.96	\$20.3			_	3
	Youth Green Mitheliger	Human Services Human Services			\$20.3			_	4
	Court Come Wildlife	Human Services	\$13.57						1 1
		Human Services	\$13.57	\$16,96	\$20.3	5 112%			4
	Tours Care Military	Human Services	\$13.57			5 112%			4
		Human Services Human Services	\$13.57 \$13.57	\$16.96	\$20.3	5 1112%			4
	Conf. Com. Works	Human Services	\$13,57	\$16,96	\$20.3	5 118%	повержино под посучения		5
	Court Care Worker	Human Services	\$13.57	\$16.96	\$20.3	5 118%	appineeting measurem		5
	Year Cent Works	Human Services	\$13.57	\$16.96	\$20.3	5 1118%	арреалской малиет предасной малиет		5
	Com-Case Worker Cort Case Worker	Human Services Human Services	649.67.1	\$ 65 GG	1 520 3	10	A COLUMN TO A COLU		
	Court Care Worker	Human Services	\$13.57	\$16.96	\$20.3	5 118%	approximate a submitted		5
ļ	COURT CLIER WORKS	Human Services	\$13.57	\$16.96 \$36.00	\$20.3	5 118%	присостину отклости.		5
	Traff Care Winter	Human Services Human Services	\$13.57 \$13.57	\$16.96	\$20.3	5 107%	The state of the s		4
	Out Care Works	Human Services	\$13.57	\$16.96	\$20.3	5 107%			4
	Conti Cies Market	Human Services	\$13.57	\$16,90	\$20.3	5 107%			4
	(self Care William	Human Services	\$13,57	\$16,96	\$20.3	5 1107%			4
								The Page	

BROWN COUNTY
ZOIS COMPARATIVE RATIO ANALYSIS OF DISSIPERIGENTILE BENCHMARK POSPORS OF IN 1919.

ey Job nge Title DENOHMARK POSITIONS	Dept	Min	Vid Paint	Max	Comp Ratio	a Comment	Impact of Financial Adjustment	Quinti
Youth Cam Worker	Human Services	200.00	***		70000			7.1 10.111
FDoff: Care Worker	Human Services			\$20.35				- 4
Ymith Cani Woker Ymith Cani Woker	Human Services			\$20.35				- 4
Youth Cana Worker	Human Services			\$20.35			_	4
Yourn Care Worker	Human Services			\$20.35			_	4
Youri Care Werker	Human Services			\$20.35			_	- 4
Fourth Cares Worker	Human Services			\$20.35	107%			4
Youth Clear Worker	Human Services	\$13,57	\$16.96	\$20.35	107%			- 4
2000000 00000	Human Services	\$13,57	\$16.96	\$20.35	112%			- 4
8 Open		E1262	\$15.77	F40.00				
		\$12.02	\$15,77	\$18.93				
9 Conting Parting Assistant	Human Services	\$11.73	\$14.57	\$17.60				
Cortfind hursing Assistant	Human Services	\$11.73	\$14.67	\$17.60	112%			4
Continue Norming Assessment	Human Services	\$11.73	\$14.67	\$17.50	119%	арриаллид принис		5
Conflict Numeral Assistance	Human Services	1331.73	\$14.67	\$17.60	119%	approaching minimum		5
Codified Naving Assistant Codified Mayang Assistant	Human Sarvices	\$11.73	\$14.67	\$17.60	112%			4
Certified Norsing Assistant	Human Services	\$11.73	\$14.67	\$17.60	1	U(1-1/) - 1-00		-
Certified Nursing Assesses	Human Services	\$11.73	\$14.67	\$17.60	121%	at or above maximum		6
Contribed Numeric Assessment	Human Services	\$11.733	\$14.67	\$17.60	112%			4
Certified Nursing Assistant	Human Services Human Services	\$11.73	\$14.57	\$17.60 \$17.60	112%			4.
Comfeed Norsing Assistant	Human Services	511.73	\$14.67	\$17,60	112%			4
Certified Nursing Assistant	Human Services	511.73	\$14.67	\$17.60	121%	at or above maximum		- 6
Carming Starting Assistant	Human Services	\$11.73	\$14.07	\$17,60	AMERICAN .			
Combod Nursing Assessant	Human Services	\$11.73	\$14.67	\$17.00	121%	at or above maximum at or above maximum		6
Carriera Transing Assirbilit	Human Services	\$11.73			4.600%	approaching manners		- 6
Constant forming Assistant	Human Services	\$11.73				at or above maximum		5
Cambrid Nursing American	Human Services	\$11.73	514.67	\$17.60		at or above maximum		6
	Human Services	\$11.73	\$14.67	\$17.60	121%	at or above maximum		6
	Human Services	\$11.73	\$14.67	\$17,60		at or above maximum		6
A Shadding of the product of the second of	Human Services	511.73	\$14.67	\$17.60		at or above maximum		- 6
Contributed the secretary of the contributed	Human Services	\$11.73	\$14.67	\$17,60	121%	at or above maximum		6
	Human Services	\$11.73	\$14.67	\$17.50	121%	at or above maximum		6
Contributed the second Association in	Human Services	\$11.73	\$14,67	\$17,60		al or above maximum		6
Contribut Manager & Colors	Human Services	\$11.73	\$14,67	\$17.60		at or above maximum		6
Certifled Noving Assessan	fuman Services	\$11.73	\$14.67			at or above maximum		6
Continued Stationary Assessment	fuman Services	\$11.73	\$14.67			at or above maximum		6
Connect William Assistant	Human Services	\$11.73 \$11.73				of or above maximum		Đ.
CONTROL HUMBING ASSESSED.	Human Services	511.73				at or above maximum		- 0
Contract and Australian	Turnan Services	\$11.73				at or above maximum		6
Demino Hurang Battitles	furnan Services	\$11,73			170%	approaching muramom at or above maximum		- 2
	tuman Services	\$11.73	\$14.67		121%	of or above maximum		6
Contributed the markets that College	tuman Services	\$11.73	\$14.67	\$17.60		if or above maximum		6
Continued the review Association	fumiin Services	\$11.73	\$14.67			of or above maximum		6
	tuman Services	\$11.73	\$14.67	\$17.60	121%	at or above maximum		6.
	tuman Services	311.73	514,67	\$17.60	121%	of or above minimum		6
Gertified Numana Amuripus	tuman Services	\$11.73	\$14.67	\$17.60	119%	popularing manners		6
Contitued Manager & American	fuman Services	\$11.73	514.67	\$17.60	121% a	at or above maximum		6
	luman Services	\$11.73			121% (at or above maximum		- 6
Confided Nondog Assawaiii	tuman Services	\$11.73				et or above musimum		- 6
Confinal Norweg Assentant	turnan Services	\$11.73				it or above maximum		6
Lambert Floriand Assessed	tuman Services tuman Services	\$11.73				If or above maximum		6
Cartified Nursing Assistant	uman Services	\$11.73			121% 0	it or above maximum		- 6
Certified Norwing Assistance	turnan Services	211.74 3	14.67	\$17.60	121% [d or above maximum		- 6
CHIMOR SUPERIS ASSISTED.	uman Services	\$11.F3 3	14.67	17,60	19% (оргонизат разпростру		5
Centroid Assering Assertant	uman Services	\$11.73	14.67	17,60	21%	t or above maximum		- 6
Committee receiving Australia	uman Services	\$11.73	14.67	17.00	2176	f or above maximum		- 6
Patabod simulatif volument	uman Services	\$11.73 5	14.67	517 60 F	21% 2	for about maximum		6
Construct Administration	uman Services	\$11.73 \$	14.67	17.60	218	f or above maximum		- 6
Certified Numino Assistant	uman Services	# 2 2 W. 1 2	7100	17.00	St. 10	t or above maximum		- 6

Premiery 2015 Premiery 2015 Premier by 916/01 (17 and County Premier Code)

BROWN COUNTY 25 IS COMPASATIVE ROTIO AMALYSIS IN SIRI PERCENTILE BERCHMARK POSTIONS [2:13:2015]

	Jon Title	Dept	V d	Mid Point	Max	Compa Ratio		Financial Adjustment (
EEHCHIAMNCHGSITIO			A	811.00	547.00	4742	of or above maximum	-
Carathold Numming America		Human Services	\$11.73	\$14.07	\$17.60		at or above maximum.	-
Controd Noming Amen	CT.	Human Services	811.73	314.07	\$17.60			1
Central humany Amento	PK .	Human Services	\$11.73	\$14.07	\$17,60	11279		
Gentler fearing Amore		Human Services	811.73	\$14.07	817.00	12176	al or above maximum	
Certion homog Amer	CT.	Human Services	\$11.73	\$19.07	\$17.60	13976	approaching meaning	
Cardiac flurring Anima	C. C.	Human Services	\$11,73	\$14.57	\$17.60			
Certified Burning Assets	er .	Human Services	\$11,73	\$14.07	\$17.60	-		
Cambridge Charleng Armen		Human Services	311.73	\$14,67	\$17.60	-		
CONTRACT NAMED IN COLUMN		Human Services			\$17,60	4248	nt or ishnip maximum	_
Lumber Humang Assista	O	Human Services	\$11.73	\$14.67	\$17,00	12.1%	at or above maximum	-
Curbbon Normany Assume		Human Services	\$11.73	\$14.67	\$17.00	12176	at or above maximum at or above maximum	
Certified (Burning Action)	#II	Human Services	\$11.73	\$14.67	317.00	12176	at or above maximum	
Carbot furning Ameri	(1)	Human Services	\$11.73	514.07	317.00	121%	at or above maximum	
Complete Horsey Among	an-	Human Services					at or above maximum	
Centrus Marriag America		Human Services			\$17.60		at or sense inscending	
- mind friends Armon		Human Services			\$17.60			
Carried Noming Assists		Human Services	211.72	\$14.07	\$17.00	111006	передоставој оказинал.	
Rambert too ong Assista		Human Services	511.73	\$14.67	\$17.60	11226	Carlo Committee of the	
Cartifers Number America		Human Services	\$11.73	\$14.07	\$17.00	11290		
Certons Norming America		Human Services	\$11.73	\$14.07	\$17.60 \$17.60	11,639		
Certified Number Assists		Human Services	311.73	\$14.07	\$17.60	1123		1
	P.K.	Human Services						
	eri .	Human Services	\$11.73	514.07	\$17.60	119%	эфилипий перини	
Carded Forming Amend		Human Services Human Services			\$17.60			
	ew.	Human Services						
Cartied Norseg Aminb		Human Services			\$17.60			-
Leathert Naming Americ	400	Human Services					Resolution introduces	-
Combail Number Assets		Human Services	1311.73	\$14.67	\$17.60	112%		_
Cardiol Names Assess	AV.	Human Services	\$11.73	\$14.67	\$17.60	10000	and the second second	
Cook		Human Services	\$11.73	\$14.67	1517,60	121%	at or above maximum at or above maximum at or above maximum	_
Cook		Human Services	1811.73	\$14.67	\$17,00	121%	rat or above majorinum	
Cook		Human Services	1211/23	\$14.07	\$17,60	121%	at or above mesonium	_
Cook		Human Services	1511.73	\$14.67	\$17,60	121%	at or above madimum.	
Cook		Human Services	\$11.73	\$14.67	\$17.60	120%		
Crook		Human Services	\$11.73	\$14.67	\$17.60	112%		
Administrative Clerk		Veterans Office			\$17.60			
Administrative Clerk		District Attorney			\$17.60			
Administrative Clerk		District Attorney	\$11,73	\$14.67	\$17.60	1.85.0		-
			-			_		
		Afronson	\$10.01	517.54	\$16.37	144%	at or above missimum.	
Principle of principle of the second		Airport					at or above maximum	
Scattley Services Assoc		Airport					at or above murrimum	
Submery Services Allows		Airport			\$16.37		BILLIE SERVICE HULLESSON	-
Building Service Ames		Airport						
CORNEL SURVEYS ATTICK	OCC.	Airport	\$10.91	513,04	\$16.37	1000		_
Eutiling Services Arres		NEW Zoo & Parks	\$10.91	313,64	\$16.37	102%	rat our otherwood recording or	
		Public Works			1 5 15 37	1124%	at or above maximum at or above maximum	
Evalues Services Associ			\$10.91	513.64	12100		THE REPORT OF PARTY AND PERSONS AND PARTY AND	1
Examing Devices, Amor-	ann .	Public Works	\$10.91 \$10.91	\$13.64	\$16.37	122%	Test are adheren to consider the	
Facilities Comment Americ Facilities Comment Americ	100	Public Works Public Works	\$10.91	\$13.64	\$16.37	122%	at or above maximum	
Customy Corrects, Amore Fueling Corrects Amore Customy Corrects Amore	ide ide	Public Works Public Works Public Works	\$10.91	\$13.64	\$16.37	122%	at or above maximum at or above musimum	
Custom Develop A Section Custom Carrier A Section Custom Carrier Association Custom Carrier Association Custom Carrier Association Custom Carrier Association Custom Carrier Association Carrier Carrier Association Carrier Ca	ode ode	Public Works Public Works Public Works Public Works	\$10.91 \$10.91 \$10.91	\$13.64 \$13.64 \$13.64	\$16.37 \$16.37 \$16.37	122% 122% 122%	at or above maximum at or above maximum at or above maximum	
Duality Devices Above Fueling Service Access Fueling Service Access Fueling Service Access Fueling Services Access	eatr Life Sale Sale	Public Works Public Works Public Works Public Works Public Works	\$10.91 \$10.91 \$10.91 \$10.91	\$13.64 \$13.64 \$13.64 \$13.64	\$16.37 \$16.37 \$16.37 \$16.37	122% 122% 122% 122%	at or above maximum at or above maximum at or above maximum at or above maximum	
Custom Control Americans A	edin edin edin edin edin edin	Public Works	\$10.91 \$10.91 \$10.91 \$10.91 \$10.91	\$13.64 \$13.64 \$13.64 \$13.64	\$16.37 \$16.37 \$16.37 \$16.37 \$16.37	122% 122% 122% 122% 122%	at or above maximum at or above maximum at or above maximum at or above maximum at or above maximum	
Carthing Converts, American Control of Contr	5 607 5 1105 5 1206 5 1206 5 1206 5 1206 5 1206 5 1206	Public Works	\$10.91 \$10.91 \$10.91 \$10.91 \$10.91 \$10.91	\$13.64 \$13.64 \$13.64 \$13.64 \$13.64	\$16.37 \$16.37 \$16.37 \$16.37 \$16.37	122% 122% 122% 122% 122% 122%	at or above maximum at or above maximum	
Continue Committee Among Fractions Committee Among Continue Committee Among Fractions Committee Committee Committee Fractions Committee Committee Fractions Committee Committee Committee Fractions Committee Committee Committee Fractions Committee Committee Fractions Committee Committee Fractions Committee	940- 140- 150- 150- 150- 160- 160- 160- 160-	Public Works	\$10.91 \$10.91 \$10.91 \$10.91 \$10.91 \$10.91	\$13.64 \$13.64 \$13.64 \$13.64 \$13.64 \$13.64	\$16.37 \$16.37 \$16.37 \$16.37 \$16.37 \$16.37	122% 122% 122% 122% 122% 122% 122%	at or above maximum at or above maximum	
Castley Services Amore fraction (Services Amore Fraction) (Services Amore Services Amore Fraction) (Services Amore Fractio	9807 1400 1500	Public Works	\$10.91 \$10.91 \$10.91 \$10.91 \$10.91 \$10.91 \$10.91	\$13.64 \$13.64 \$13.64 \$13.64 \$13.64 \$13.64 \$13.64	\$16.37 \$16.37 \$16.37 \$16.37 \$16.37 \$16.37 \$16.37	122% 122% 122% 122% 122% 122% 122% 122%	at or above maximum at or above maximum at or above maximum at or above maximum at or above maximum of or above maximum at or above maximum at or above maximum at or above maximum at or above maximum	
Castley Servery Area Frankley Servery Area	1997 1840 1840 1840 1840 1840 1840 1840 1840 1840 1840	Public Works	\$10.91 \$10.91 \$10.91 \$10.91 \$10.91 \$10.91 \$10.91 \$10.91 \$10.91	\$13.64 \$13.64 \$13.64 \$13.64 \$13.64 \$13.64 \$13.64 \$13.64	\$16.37 \$16.37 \$16.37 \$16.37 \$16.37 \$16.37 \$16.37 \$16.37	122% 122% 122% 122% 122% 122% 122% 122%	at or above maximum at or above maximum at or above maximum at or above maximum at or above maximum of or above maximum at or above maximum	
Garding Servers, American Paul Carlotte (Control of Control of Con	900* SAID SAID SAID SAID SAID SAID SAID SAID	Public Works	\$10.91 \$10.91 \$10.91 \$10.91 \$10.91 \$10.91 \$10.91 \$10.91 \$10.91 \$10.91	\$13.64 \$13.64 \$13.64 \$13.64 \$13.64 \$13.64 \$13.64 \$13.64 \$13.64	\$16.37 \$16.37 \$16.37 \$16.37 \$16.37 \$16.37 \$16.37 \$16.37 \$16.37 \$16.37	122% 122% 122% 122% 122% 122% 122% 122%	at or above manimum of or above maximum at or above maximum	
Castley Control And Castley Control Castley Control Castley Ca	1997 1846	Public Works	\$10.91 \$10.91 \$10.91 \$10.91 \$10.91 \$10.91 \$10.91 \$10.91 \$10.91 \$10.91 \$10.91	\$13.64 \$13.64 \$13.64 \$13.64 \$13.64 \$13.64 \$13.64 \$13.64 \$13.64 \$13.64 \$13.64	\$16.37 \$16.37 \$16.37 \$16.37 \$16.37 \$16.37 \$16.37 \$16.37 \$16.37 \$16.37	122% 122% 122% 122% 122% 122% 122% 122%	at or above mississem of or above mississem at or above mississem at or above mississem at or above mississem at or above mississem of or above mississem at or above mississem at or above mississem at or above mississem	
Castley Control And Castley Control Castley Control Castley Ca	1997 1846	Public Works	\$10.91 \$10.91 \$10.91 \$10.91 \$10.91 \$10.91 \$10.91 \$10.91 \$10.91 \$10.91	\$13.64 \$13.64 \$13.64 \$13.64 \$13.64 \$13.64 \$13.64 \$13.64 \$13.64 \$13.64 \$13.64 \$13.64	\$16.37 \$16.37 \$16.37 \$16.37 \$16.37 \$16.37 \$16.37 \$16.37 \$16.37 \$16.37 \$16.37	122% 122% 122% 122% 122% 122% 122% 122%	alt or above mismission of or above musimum of or above musimum of or above musimum at or above musimum	
Castley Corners And Castley Ca	9999 \$150 \$150 \$150 \$150 \$150 \$150 \$150 \$150	Public Works	\$10.91 \$10.91 \$10.91 \$10.91 \$10.91 \$10.91 \$10.91 \$10.91 \$10.91 \$10.91 \$10.91 \$10.91	\$13.64 \$13.64 \$13.64 \$13.64 \$13.64 \$13.64 \$13.64 \$13.64 \$13.64 \$13.64 \$13.64 \$13.64 \$13.64	\$16.37 \$16.37 \$16.37 \$16.37 \$16.37 \$16.37 \$16.37 \$16.37 \$16.37 \$16.37 \$16.37 \$16.37	122% 122% 122% 122% 122% 122% 122% 122%	at or above mississem of or above maximum at or above maximum	
Castley Corners And Castley Ca	9999 \$150 \$150 \$150 \$150 \$150 \$150 \$150 \$150	Public Works	\$10.91 \$10.91 \$10.91 \$10.91 \$10.91 \$10.91 \$10.91 \$10.91 \$10.91 \$10.91 \$10.91 \$10.91 \$10.91	\$13.64 \$13.64 \$13.64 \$13.64 \$13.64 \$13.64 \$13.64 \$13.64 \$13.64 \$13.64 \$13.64 \$13.64 \$13.64 \$13.64	\$16.37 \$16.37 \$16.37 \$16.37 \$16.37 \$16.37 \$16.37 \$16.37 \$16.37 \$16.37 \$16.37 \$16.37 \$16.37 \$16.37	122% 122% 122% 122% 122% 122% 122% 122%	at or above mississem of or above maximum at or above maximum	
Lasting Service Americans in the Control of Service Americans in t	9997 \$180 \$280 \$280 \$380 \$380 \$380 \$480 \$480 \$480 \$480 \$480 \$480 \$480 \$480	Public Works	\$10.91 \$10.91 \$10.91 \$10.91 \$10.91 \$10.91 \$10.91 \$10.91 \$10.91 \$10.91 \$10.91 \$10.91 \$10.91 \$10.91 \$10.91	\$13.64 \$13.64 \$13.64 \$13.64 \$13.64 \$13.64 \$13.64 \$13.64 \$13.64 \$13.64 \$13.64 \$13.64 \$13.64 \$13.64 \$13.64	\$16.37 \$16.37 \$16.37 \$16.37 \$16.37 \$16.37 \$16.37 \$16.37 \$16.37 \$16.37 \$16.37 \$16.37 \$16.37 \$16.37 \$16.37 \$16.37	122% 122% 122% 122% 122% 122% 122% 122%	at or above mississem of or above maximum at or above maximum	
Cashing Services Americans of Cashing Services of Cashin	997 \$180 \$	Public Works	\$10.91 \$10.91 \$10.91 \$10.91 \$10.91 \$10.91 \$10.91 \$10.91 \$10.91 \$10.91 \$10.91 \$10.91 \$10.91 \$10.91 \$10.91	\$13.64 \$13.64 \$13.64 \$13.64 \$13.64 \$13.64 \$13.64 \$13.64 \$13.64 \$13.64 \$13.64 \$13.64 \$13.64 \$13.64 \$13.64	\$16.37 \$16.37 \$16.37 \$16.37 \$16.37 \$16.37 \$16.37 \$16.37 \$16.37 \$16.37 \$16.37 \$16.37 \$16.37 \$16.37	122% 122% 122% 122% 122% 122% 122% 122%	at or above mississem of or above maximum at or above maximum	
Lastron Control of American Control of America	9997 \$140 \$140 \$140 \$140 \$140 \$140 \$140 \$140	Public Works	\$10.91 \$10.91 \$10.91 \$10.91 \$10.91 \$10.91 \$10.91 \$10.91 \$10.91 \$10.91 \$10.91 \$10.91 \$10.91 \$10.91 \$10.91 \$10.91	\$13.64 \$13.64 \$13.64 \$13.64 \$13.64 \$13.64 \$13.64 \$13.64 \$13.64 \$13.64 \$13.64 \$13.64 \$13.64 \$13.64 \$13.64 \$13.64	\$16.37 \$16.37 \$16.37 \$16.37 \$16.37 \$16.37 \$16.37 \$16.37 \$16.37 \$16.37 \$16.37 \$16.37 \$16.37 \$16.37 \$16.37	122% 122% 122% 122% 122% 122% 122% 122%	at or above mississem of or above maximum at or above maximum	
Cashing Servery A con- Franking Servery A con- Franki	1997 1846 1846 1846 1846 1846 1846 1846 1846	Public Works	\$10.91 \$10.91 \$10.91 \$10.91 \$10.91 \$10.91 \$10.91 \$10.91 \$10.91 \$10.91 \$10.91 \$10.91 \$10.91 \$10.91 \$10.91 \$10.91 \$10.91	\$13.64 \$13.64 \$13.64 \$13.64 \$13.64 \$13.64 \$13.64 \$13.64 \$13.64 \$13.64 \$13.64 \$13.64 \$13.64 \$13.64 \$13.64 \$13.64	\$16.37 \$16.37 \$16.37 \$16.37 \$16.37 \$16.37 \$16.37 \$16.37 \$16.37 \$16.37 \$16.37 \$16.37 \$16.37 \$16.37 \$16.37 \$16.37	122% 122% 122% 122% 122% 122% 122% 122%	at or above mississem of or above maximum at or above maximum	
Lasting Servers Asset Selection of Control o	9997 \$140	Public Works	\$10.91 \$10.91 \$10.91 \$10.91 \$10.91 \$10.91 \$10.91 \$10.91 \$10.91 \$10.91 \$10.91 \$10.91 \$10.91 \$10.91 \$10.91 \$10.91 \$10.91 \$10.91	\$13.64 \$13.64 \$13.64 \$13.64 \$13.64 \$13.64 \$13.64 \$13.64 \$13.64 \$13.64 \$13.64 \$13.64 \$13.64 \$13.64 \$13.64 \$13.64 \$13.64	\$16.37 \$16.37	122% 122% 122% 122% 122% 122% 122% 122%	at or above mississem of or above maximum at or above maximum	
Cashing Services Associated by Services Assoc	1997 1816 1816 1816 1816 1817 1817 1817 181	Public Works	\$10.91 \$1	\$13.64 \$13.64 \$13.64 \$13.64 \$13.64 \$13.64 \$13.64 \$13.64 \$13.64 \$13.64 \$13.64 \$13.64 \$13.64 \$13.64 \$13.64 \$13.64 \$13.64 \$13.64 \$13.64	\$16.37 \$16.37	122% 122% 122% 122% 122% 122% 122% 122%	at or above mississem of or above maximum at or above maximum	
CAMPAN TARREST AND CAMPAN TO THE CAMPAN TARREST AND CAMPAN TARREST CAMPAN TARRE	1997 1816 1816 1816 1816 1817 1817 1817 181	Public Works	\$10.91 \$10.91	\$13.64 \$13.64 \$13.64 \$13.64 \$13.64 \$13.64 \$13.64 \$13.64 \$13.64 \$13.64 \$13.64 \$13.64 \$13.64 \$13.64 \$13.64 \$13.64 \$13.64 \$13.64 \$13.64	\$16.37 \$16.37	1,22% 1,22% 1,22% 1,22% 1,22% 1,22% 1,22% 1,22% 1,22% 1,02%	at or above mississem of or above maximum at or above maximum	
Assistant Zookeeper	1997 1816 1816 1816 1816 1817 1817 1817 181	Public Works	\$10.91 \$1	\$13.64 \$13.64	\$16.37 \$16.37	122% 122% 122% 122% 122% 122% 122% 122%	at or above mississem of or above maximum at or above maximum	
James Server Americans of Server of Server Americans of Server of	1997 1816 1816 1816 1816 1817 1817 1817 181	Public Works	\$10.91 \$10.91	\$13.64 \$13.64	\$16.37 \$16.37	1,276 1,276 1,228 1,228 1,228 1,228 1,228 1,229 1,229 1,02 1,02 1,02 1,02 1,02 1,02 1,02 1,02	at or above mississem of or above maximum at or above maximum	

Schools (NTS)

Streamed by Might SUF and Charley Propert Series

10 L

BROWN COUNTY 2015 COMPARATIVE RATIO ANALYSIS & SHIP PERCENTILE BENCHMARK POSTIONS (2.13.2015)

94	BENCHMARK POSITIONS	Dept	Min	Point	THE REAL PROPERTY.	Ra	lo* Comment	Adjustment	P
	OPEN			-					1
			\$10.15	\$12.68	\$15.2	2			I
		- I Anna Company	-			-			+
	Friod Detvice Associate	Human Services	\$9.44	\$11.80	\$14.5	6 05	80	_	+
-	Filipp Dervice Associate	Human Services		\$11.50				_	÷
-	Fund Service Adjustine	Human Services	\$9.44	\$11.80	\$14.5	6 11/	GE.	1	+
+	Food Service Anabouse.	Human Services	\$9.44	\$11.80	\$14.1	6 1 140	%, of or obese masimum		+
1	Food Survice Approciate	Human Services	38.44	\$11.80	1314.1	5 15	% at or above maximum		+
1	Cost Service Associate	Hyman Services	831.64	E \$1.1.8D	ES04.16	8-1-464	St. 1 cel year adversario con menore con-		1
	P.COST SHIPVIUM Associate	Human Services Human Services	\$9,44	\$11,80	\$14.1	96	%		I
	Front Service Associate	Human Services	\$9.44	\$11.00	\$14.3	146	% at or above maximum		1
4	nod Sorviciii Associate	Human Services	50.44	\$11.80	\$14.1	1			4
4	tron Service Althornell	Human Services	59.44	\$11.80	314.14	3			÷
+	1000 Dervisis Aesocuse	Human Services	59.44	\$11.80	\$14.10	959	K.	_	+
t	nod Senace Associate	Human Services					%		t
1	Front Surveys Associates	Human Services	20.44	311.80	1254.16	5 1 989	Mr.		Ť
1	bod Saryice Associate	Human Services Human Services	\$9.44	\$11.80	\$14.16				Τ
	Daliff	Circuit Courts	50.44	\$11.80	\$14.16	126	% at or above maximum		1
	Spilif	Circuit Courts	50.44	\$11,80 \$11,80	\$14.16	79	5. below minimum	\$20	+
	Saliff Saliff	Circuit Courts	50.44	\$11.80	\$14.10	79	% (below minimum % (below minimum	\$20 \$20	+
	Salett	Circuit Courts	\$9.44	\$11.80	\$14.16	79		\$20	÷
	latif	Circuit Courts	59.44	\$11.80	\$14.16	799	5 below minimum	\$20	t
	Dant	Circuit Courts	\$9.44	\$11.80	\$14.16	799	5 below minimum	\$20	t
	Saliit .	Circuit Courts	\$9.44	\$11.80	\$14.16	794	 below minimum 	520	t
	Saliff .	Circuit Courts Circuit Courts	\$9,44	\$11.80	\$14.16		L below minimum	\$20	Т
	Saidf	Circuit Courts		\$11.80			6 below minimum	\$20	I
	Smill	Circuit Courts	30.44	511.80	\$14.18	791	s (bolow minimum	\$20	1
	Saint!	Cittail Courts	50.44	\$11.80 \$11.80	\$14.16	797	S (bolow miramum	\$20	L
	ailf	Circuit Courts	50.44	\$11.80	\$14.16	709	5 bolow minimum 5 bolow minimum	\$20 \$20	ļ.
	a idf	Creut Courts		\$11.80			s below minimum	\$20	H
	Maif	Circuit Courts	\$9.44	\$11.80 \$11.80	\$14.16	799	bolow minimum	\$20	t
	Night .	Circuit Courts	\$9,44	\$11.80	\$14.16	791		\$20	t
F		Circuit Courts	\$9.44	\$11.80	514.10	795	- below minimum	520	1
			-						
Н	Lisbandry Assistant	NEW Zoo & Parks	EH 70	\$10.97	#40 4V	2000	1		
2	Lisbandry Assistant	NEW Zoo & Parks	\$8.75	\$10.97	\$19.17	707	below minimum below minimum	\$1,902	
	usbandry Assistant	NEW Zoo & Parks		\$10.97	\$13.17 \$13.17	759	bolow minimum	\$838	H
-	usbandry Assistant	NEW Zoo & Parks	\$8.78	\$10.97	\$13.17	755	Ibelow minimum	\$838	H
H			-			-		4000	-
Ğ	uest Services Associate	NEW Yor & Burn	-						
G	uest Services Asanciate	NEW Zoo & Parks NEW Zoo & Parks					bolow minimum	\$84	
a	uest Services Asanciate	NEW Zoo & Parks	\$8.16 (\$10.20	\$12.25	100%			
녣	uest Services Associatu	NEW Zoo & Parks	\$8.16 \$8.16	\$10.20	\$12.25				
덪	uest Services Associate	NEW Zoo & Parks	\$8.16	10.20	\$12.25 \$42.25	97%			-
넑	uest Services Associate	NEW Zpo & Parks		\$10.20					-
ĕ	uest Services Associate uest Services Associate	NEW Zoo & Parks	\$6.16	10.20	\$12.25	97%			-
ä	services Associate	NEW Zoo & Parks	\$6.16 \$6.16	10.20	\$12.25	895			-
ä	Jest Services Associate	NEW Zoo & Parks	38.16.13	\$10.20 E	512.25				
Ş	Jest Services Associate	NEW Zoo & Parks	\$8.16	\$10.20	\$12,25	77%		\$54	
Ġi	Jest Services Associate	NEW Zoo & Parks	\$8.16	10.20	\$12.25	77%	below minimum	\$84	
31	Jest Services Associate	NEW Zoo & Parks	\$8,16	10.20	\$12.25	77%		\$84	
25	PSI Stryces Associate	NEW Zoo & Parks	\$8,16	10.20	\$12.25	77%		\$84	
Э;	sest Services Associate	NEW Zoo & Parks		10,20		77%		\$84	
39,	iest Services Associate	NEW Zoo & Parks	\$6.16	10.20	\$12.25	77%	below minimum below minimum	\$84	
34	rest Services Associate	NEW Zoo & Parks	SR 16 3	100.00	\$12.26		bolow minimum	\$84 \$84	-
21	ast Services Associate	NEW Zoo & Parks	\$8.16 \$	10.20	\$12.26		bolow minimum	\$84 \$292	_
	est Services Associate est Services Associate	NEW Zoo & Parks	\$8.16 \$	10.20	\$12.25		below minimum	\$292	-
Š	est Services Associate	NEW Zoo & Parks	\$8.16 \$	10.20	\$12.25	-	The state of the s	9502	-
S	est Services Associate	NEW Zoo & Parks	\$8.16 5	10.20	12.25	71%	below minimum	\$292	-
Ü	est Services Associate	NEW Zoo & Parks	\$8.16 \$	10.20	\$12.25	71%	below minimum	\$292	-
50	est Services Associate	NEW Zoo & Parks	\$8.16 \$	10.20	12.25	71%	below minimum	\$292	
	est Servicus Associate	NEW Zoo & Parks NEW Zoo & Parks	\$8.16 5	10.20	12.25	71%	below minimum	\$292	
		THE EAST OF PARKS	\$8.16 \$	10.20	12.25	71%	below minimum	\$292	
				-	-			The State of the S	
				_					

Facusty Time

Proposed by Walfa CLP and Georgi Fraged Tours

Propriet.

BROWN COUNTY IMPACT OF MERIT INCREASE DECISIONS WORKSHEET (2:13:2015)

Example TARGET DATE FOR CONSIDERATION AND IMPLEMENTATION 2016

Cell Contribution Payout = P x C x G

- ρ = Proportion is performance rating category** \mathbb{C} = Proportion in position-in-range category as a result of the comparative ratio analysis*** \mathbb{C} = Guaristres percent excretion in \mathbb{R}^{n} \mathbb{R}^{n+1} .

Performance Matrix Calculation Model

		Position in Range (General)***						
		Ist	2nd	3rd	4th	5th		
Purfrematica But		(80-88%)	(89-96%)	(97-10-0%)	(105-113%)	(114-120%+		
		0.15	0.21	0.29	0.19	0.16		
Substantially Above Expectations	0.05	3,50	4,00	3.50	3.00	2.00		
211		0.033	0.043	0.051	0.028	0.016		
Above Expectations	0,15	600	3.50	3.00	2.50	2.06		
Mark Parameters		0.088	0.112	0.130	0.070	0.049		
Meets Expectations	0.70	3:50	1.00	2.50	2.00	3.50		
9-1		0.357	0.450	0.506	0.263	0.172		
Below Expectations	0.05	0.00	0.00	0.00	0.00	6.00		
Outstand B		0.000	0.000	0.000	0.000	0.000		
Substantially Below Expectations	0.05	0.00	0.00	0.00	0.00	0.00		
	1.00	0.000	0.000	0.000	0.000	0.000		

*.00 (Nue = P Red = C (Space = 1 Black = cell payout ($P \times C \times G$)

Cell totals: 0.478 0.606 0.687 0.361 0.237 Total percentage impact to payroit:

The performance rating distributions are reflective of a typical distribution that will need to be adjusted to reflect the County's account distributions each year

"The position-range distributions reflect the current distributions as of the date of this report. These distributions were determined by using the corporated analysis workshoe. This analysis will need to be adjusted each year to reflect position-in-range placement as pay changes occur.

PLEASE NOTE: The figures outlined in the table above are not a recommendation, but rather on illustration as to how the worksheet can be used.

February 2015

Prepared by Wipfli LLP

[&]quot;The Coords will result to adjust the numbers each year to sign with compensation goals and budgetery considerations

- No. 11a-11g were removed from the agenda
- No. 11 -- CLOSED SESSION. No Closed Session.
- No. 11h -- <u>Discussion and possible action with regard to HIPPA Privacy Rules as relates to Medical Examiner's Office.</u>

A motion was made by Supervisor Landwehr and seconded by Supervisor La Violette "to receive and place on file." Voice vote taken. Motion carried unanimously with no abstentions.

No. 11i -- Open Session: Discussion and possible action regarding consideration of personnel issues and investigation of problems which have arisen in the Medical Examiner's Department.

A motion was made by Vice Chair Lund and seconded by Supervisor Campbell "to refer back to Public Safety Committee." Voice vote taken. Motion carried with no abstentions.

No. 12 -- SUCH OTHER MATTERS AS AUTHORIZED BY LAW.

Late Communication:

No. 12a -- FROM SUPERVISOR ZIMA RE: PLACE A PLAQUE OR MONUMENT AT THE FAIRGROUNDS TO HONOR DICK KOLTZ.

Refer to Education & Recreation Committee.

No. 13-- BILLS OVER \$5,000 FOR PERIOD ENDING APRIL 30, 2015

A motion was made by Supervisor Clancy and seconded by Supervisor Hoyer "to pay the bills for the period ending April 30, 2015". Voice vote taken. Motion carried unanimously with no abstentions.

No. 14 -- CLOSING ROLL CALL

Present: Sieber, De Wane, Nicholson, Hoyer, Gruszynski, Haefs, Erickson, Zima, Evans,

Kaye, Buckley, Landwehr, Dantinne, La Violette, Katers, Kaster, Van Dyck, Jamir, Robinson, Clancy, Campbell, Moynihan, Blom, Schadewald, Lund, Fewell

Total Present: 26

No. 15 -- ADJOURNMENT TO WEDNESDAY, JUNE 17, 2015, AT 7:00 P.M., LEGISLATIVE ROOM #203, CITY HALL, 100 NORTH JEFFERSON STREET, GREEN BAY, WISCONSIN

A motion was made by Supervisor Nicholson and seconded by Supervisor De Wane "to adjourn to the above date and time". Voice vote taken. Motion carried unanimously with no abstentions.

Meeting adjourned at 11:15 p.m.

/s/ Sandra L. Juno SANDRA L. JUNO Brown County Clerk